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ABSTRACT

This report presents analyses of faculty characteristics and remuneration at the state-controlled college and universities in Virginia based on data for the fall term 1970. Data on individuals engaging in teaching and research on a full- or part-time basis and data concerning certain additional teaching and research faculty devoting a portion of their time to departmental, college, or general administration are included. (HS)

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STATE COUNCIL OF HIGHER EDUCATION FOR VIRGINIA

THOSE EMPLOYED AT VIRGINIA'S COLLEGES

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FACULTY AND STAFF CHARACTERISTICS AND REMUNERATION • VIRGINIA STATE-CONTROLLED COLLEGES AND UNIVERSITIES • 1970–71

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December 1971

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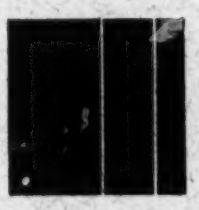

STATE COUNCIL OF HIGHER
EDUCATION FOR VIRGINIA

THOSE EMPLOYED AT VIRGINIA'S COLLEGES

STATE-CONTROLLED COLLEGES AND UNIVERSITIES, 1970-71

INSTITUTIONS PRESENTED IN THIS REPORT[a]

Four-Year Colleges and Universities

Christopher Newport College of William and Mary, Newport News
Clinch Valley College of the University of Virginia, Wise
George Mason College of the University of Virginia, Fairfax
Longwood College, Farmville
Madison College, Harrisonburg
Mary Washington College of the University of Virginia, Fredericksburg
Norfolk State College, Norfolk
Old Dominion University, Norfolk
Radford College, Radford
University of Virginia, Charlottesville
Virginia Commonwealth University, Richmond
Virginia Military Institute, Lexington
Virginia Polytechnic Institute and State University, Blacksburg
Virginia State College, Petersburg
The College of William and Mary, Williamsburg

Two-Year Branch Colleges

Eastern Shore College of the University of Virginia, Wallops Island
Patrick Henry College of the University of Virginia, Martinsville
Richard Bland College of the College of William and Mary, Petersburg

Divisions of the State Department of Community Colleges

Blue Ridge Community College, Weyers Cave
Central Virginia Community College, Lynchburg
Dabney S. Lancaster Community College, Clifton Forge
Danville Community College, Danville
Germanna Community College, Fredericksburg
John Tyler Community College, Chester
Lord Fairfax Community College, Middletown
New River Community College, Dublin
Northern Virginia Community College, Annandale
Southside Virginia Community College, Alberta
Southwest Virginia Community College, Richlands
Thomas Nelson Community College, Hampton
Tidewater Community College, Portsmouth
Virginia Highlands Community College, Abingdon
Virginia Western Community College, Roanoke
Wytheville Community College, Wytheville

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[a] The listed institutions' names, affiliations, and status are presented as of the 1970-71 academic year. Since that date, and as of July 1, 1971, Eastern Shore and Patrick Henry Branch Colleges have become Community Colleges.

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INTRODUCTION

The State Council of Higher Education presents in this report analyses of faculty characteristics and remuneration at the state-controlled colleges and universities. All analyses are based on data for the fall term of 1970-71.

This publication is a companion to the State Council's report The Volume and Cost of Instructional Services at Virginia's Colleges, also for 1970-71. Both of these reports are being published for the third time.

For many years faculty and staff salaries have been the major element in any carefully prepared college budget. Research conducted by the State Council has indicated that an average of more than 60 per cent of the total educational and general expenditures of Virginia's state-controlled colleges is for faculty and staff remuneration. National estimates also place salary expenditure near 60 to 70 per cent of the total operating expenses of an institution, and current trends indicate that future expenditures will follow the same pattern.[1]

With salaries and wages so firmly established in such a major role in college and university finance, it is essential that data on salaries be available for the planning of higher educational funding. In addition, information on selected faculty characteristics such as rank, teaching experience, age, sex, and highest degree held provides a basis for projecting future staff needs and is helpful in preparing many other higher educational plans.

The third section of this report presents comparative data on faculty characteristics and remuneration for 1966-67 and 1970-71. The year 1966-67 was the first year for which this report was prepared and the comparisons presented span a five year period of significant growth in the state-controlled system of higher education in Virginia.

SCOPE OF THE REPORT

Data on individuals engaging in teaching and research on a full- or part-time basis, and certain additional teaching and research faculty devoting a portion of their time to departmental, college, or general administration are included in this report.

Faculty engaged in medical, dental and pharmacy instruction at the University of Virginia and Virginia Commonwealth University are not included in the data in this report. Also not included are military science faculty compensated by the federal government, other faculty not compensated through the institution, faculty of the University of Virginia and William and Mary who teach marine science and are at the Virginia Institute of Marine Science, and faculty of the Research and Extension Divisions of Virginia Polytechnic Institute and State University.

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[1] "On the Financial Prospects for Higher Education: The Annual Report on the Economic Status of the Profession, 1967-68," AAUP Bulletin, June, 1968 (Washington, D.C.: American Association of University Professors), p. 185.

SECTION 1 / CHARACTERISTICS OF FACULTY 1970-1971

1. FULL-TIME FACULTY ONLY

Institution	Professor		Associate Professor		Assistant Professor		Instructor		Lecturer		Teaching Assistant		Other		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
4-Yr. Col. & Univ.:																
C. Newport of W&M	3	4.6	9	13.6	33	50.0	18	27.3	2	3.0	--	--	1	1.5	66	100.0
Cl. Valley of U.Va.	8	15.7	13	25.5	19	37.2	10	19.6	1	2.0	--	--	--	--	51	100.0
Geo. Mason of U.Va.	11	9.1	21	17.3	64	52.9	25	20.7	--	--	--	--	--	--	121	100.0
Longwood	25	16.6	45	29.8	63	41.7	18	11.9	--	--	--	--	--	--	151	100.0
Madison	56	24.2	50	21.6	108	46.8	9	3.9	5	2.2	--	--	3	1.3	231	100.0
Mary Wash. of U.Va.	39	25.7	37	24.3	47	30.9	26	17.1	--	--	1	.7	2	1.3	152	100.0
Norfolk State	52	20.5	61	24.0	64	25.2	70	27.5	--	--	--	--	7	2.8	254	100.0
Old Dominion U.	84	20.7	95	23.4	141	34.7	74	18.2	1	.3	--	--	11	2.7	406	100.0
Radford	47	19.1	52	21.1	92	37.4	55	22.4	--	--	--	--	--	--	246	100.0
U. Va.	199	28.1	182	25.7	263	37.2	34	4.8	20	2.8	--	--	10	1.4	708	100.0
VCU	138	14.8	194	20.7	378	40.4	217	23.2	1	.1	--	--	7	.8	935	100.0
VMI	39	35.2	12	10.8	38	34.2	15	13.5	6	5.4	--	--	1	.9	111	100.0
VPI&SU	210	24.6	232	27.1	304	35.6	104	12.2	--	--	4	.5	--	--	854	100.0
Virginia State	33	15.4	59	27.4	85	39.5	38	17.7	--	--	--	--	--	--	215	100.0
William and Mary	81	24.3	93	27.9	119	35.8	35	10.5	5	1.5	--	--	--	--	333	100.0
All 4-Yr. Col. & Univ.	1,025	21.2	1,155	23.9	1,818	37.6	748	15.5	41	.8	5	.1	42	.9	4,834	100.0
2-Yr. Branch Col.:																
E. Shore of U.Va.	--	--	1	6.2	8	50.0	5	31.3	2	12.5	--	--	--	--	16	100.0
Pat. Henry of U.Va.	1	7.1	1	7.1	11	78.7	1	7.1	--	--	--	--	--	--	14	100.0
R. Bland of W&M	1	2.7	2	5.4	20	54.1	14	37.8	--	--	--	--	--	--	37	100.0
All 2-Yr. Branch Col.	2	3.0	4	6.0	39	58.2	20	29.8	2	3.0	--	--	--	--	67	100.0
Community Col.:																
Blue Ridge	1	2.4	2	4.8	19	45.2	20	47.6	--	--	--	--	--	--	42	100.0
Central Virginia	1	1.8	4	7.0	17	29.8	33	57.9	--	--	2	3.5	--	--	57	100.0
Dabney S. Lancaster	1	4.2	--	--	8	33.3	15	62.5	--	--	--	--	--	--	24	100.0
Danville	--	--	5	7.6	24	36.4	35	53.0	--	--	--	--	2	3.0	66	100.0
Germanna	--	--	2	6.6	14	46.7	14	46.7	--	--	--	--	--	--	30	100.0
John Tyler	--	--	3	4.2	19	26.8	49	69.0	--	--	--	--	--	--	71	100.0
Lord Fairfax	--	--	3	11.5	4	15.4	19	73.1	--	--	--	--	--	--	26	100.0
New River	--	--	4	14.3	6	21.4	18	64.3	--	--	--	--	--	--	28	100.0
Northern Virginia	7	2.9	37	15.3	93	38.4	104	43.0	1	.4	--	--	--	--	242	100.0
Southside Virginia	2	11.1	2	11.1	7	38.9	6	33.3	--	--	--	--	1	5.6	18	100.0
Southwest Virginia	--	--	5	14.2	15	42.9	15	42.9	--	--	--	--	--	--	35	100.0
Thomas Nelson	1	1.2	3	3.7	34	42.0	29	35.8	13	16.1	--	--	1	1.2	81	100.0
Tidewater	--	--	7	10.8	24	36.9	34	52.3	--	--	--	--	--	--	65	100.0
Virginia Highlands	--	--	--	--	7	26.9	19	73.1	--	--	--	--	--	--	26	100.0
Virginia Western	4	4.0	14	13.8	39	38.6	43	42.6	--	--	--	--	1	1.0	101	100.0
Wytheville	1	2.2	4	8.9	17	37.8	23	51.1	--	--	--	--	--	--	45	100.0
All Community Col.	18	1.9	95	9.9	347	36.1	476	49.7	14	1.5	2	.2	5	.5	957	100.0
All Institutions	1,045	17.8	1,254	21.4	2,204	37.6	1,244	21.3	57	1.0	7	.1	47	.8	5,858	100.0

2. FULL-TIME AND PART-TIME FACULTY

Institution	Professor		Associate Professor		Assistant Professor		Instructor		Lecturer		Teaching Assistant		Other		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
4-Yr. Col. & Univ.:																
C. Newport of W&M	3	2.9	10	9.8	37	36.3	19	18.6	32	31.4	--	--	1	1.0	102	100.0
Cl. Valley of U.Va.	8	13.8	13	22.4	23	39.7	10	17.2	4	6.9	--	--	--	--	58	100.0
Geo. Mason of U.Va.	12	7.9	21	13.7	64	41.8	28	18.3	28	18.3	--	--	--	--	153	100.0
Longwood	25	16.2	46	29.9	65	42.2	18	11.7	--	--	--	--	--	--	154	100.0
Madison	57	21.6	50	18.9	116	43.9	10	3.8	12	4.6	16	6.1	3	1.1	264	100.0
Mary Wash. of U.Va.	41	24.9	37	22.4	52	31.5	30	18.2	2	1.2	1	.6	2	1.2	165	100.0
Norfolk State	52	16.5	63	20.0	64	20.3	72	22.9	--	--	--	--	64	20.3	315	100.0
Old Dominion U.	84	15.2	95	17.2	141	25.5	75	13.6	134	24.2	13	2.3	11	2.0	553	100.0
Radford	47	18.9	52	21.0	93	37.5	56	22.6	--	--	--	--	--	--	248	100.0
U. Va.	210	13.2	188	11.8	268	16.9	519	32.7	49	3.1	222	14.0	131	8.3	1,587	100.0
VCU	143	11.9	195	16.3	382	31.9	456	38.1	2	.2	12	1.0	7	.6	1,197	100.0
VMI	41	35.3	12	10.3	40	34.5	16	13.8	6	5.2	--	--	1	.9	116	100.0
VPI&SU	210	20.1	233	22.4	306	29.4	119	11.4	--	--	174	16.7	--	--	1,042	100.0
Virginia State	35	15.3	61	26.6	88	38.4	45	19.7	--	--	--	--	--	--	229	100.0
William and Mary	81	18.7	94	21.6	121	27.9	115	26.5	20	4.6	3	.7	--	--	434	100.0
All 4-Yr. Col. & Univ.	1,049	15.9	1,170	17.7	1,860	28.1	1,588	24.0	289	4.4	441	6.6	220	3.3	6,617	100.0
2-Yr. Branch Col.:																
E. Shore of U.Va.	--	--	1	5.3	9	47.4	5	26.3	4	21.0	--	--	--	--	19	100.0
Pat. Henry of U.Va.	1	4.0	1	4.0	12	48.0	11	44.0	--	--	--	--	--	--	25	100.0
R. Bland of W&M	1	2.2	2	4.3	20	43.5	15	32.6	7	15.2	1	2.2	--	--	46	100.0
All 2-Yr. Branch Col.	2	2.2	4	4.4	41	45.6	31	34.5	11	12.2	1	1.1	--	--	90	100.0
Community Col.:																
Blue Ridge	1	1.5	2	3.1	19	29.3	21	32.3	20	30.8	1	1.5	1	1.5	65	100.0
Central Virginia	1	1.3	4	5.1	17	21.8	33	42.3	21	26.9	2	2.6	--	--	78	100.0
Dabney S. Lancaster	1	3.2	--	--	8	25.8	17	54.9	5	16.1	--	--	--	--	31	100.0
Danville	--	--	5	5.9	24	28.2	35	41.2	19	22.4	--	--	2	2.3	85	100.0
Germanna	--	--	2	6.6	14	46.7	14	46.7	--	--	--	--	--	--	30	100.0
John Tyler	--	--	3	3.1	19	20.0	49	51.6	24	25.3	--	--	--	--	95	100.0
Lord Fairfax	--	--	3	9.1	4	12.1	19	57.6	7	21.2	--	--	--	--	33	100.0
New River	--	--	4	10.3	6	15.4	19	48.7	10	25.6	--	--	--	--	39	100.0
Northern Virginia	7	1.5	38	8.0	94	19.7	104	21.8	233	49.0	--	--	--	--	476	100.0
Southside Virginia	2	8.3	2	8.3	8	33.4	6	25.0	4	16.7	--	--	2	8.3	24	100.0
Southwest Virginia	--	--	5	9.8	15	29.4	15	29.4	16	31.4	--	--	--	--	51	100.0
Thomas Nelson	1	1.2	3	3.7	34	42.0	29	35.8	13	16.1	--	--	1	1.2	81	100.0
Tidewater	--	--	7	8.0	24	27.3	34	38.6	22	25.0	1	1.1	--	--	88	100.0
Virginia Highlands	--	--	--	--	7	18.9	19	51.4	11	29.7	--	--	--	--	37	100.0
Virginia Western	4	3.3	15	12.2	39	31.7	47	38.2	17	13.8	--	--	1	.8	123	100.0
Wytheville	1	1.5	4	6.2	17	26.2	24	36.9	19	29.2	--	--	--	--	65	100.0
All Community Col.	18	1.3	97	6.9	349	24.9	485	34.6	441	31.5	4	.3	7	.5	1,401	100.0
All Institutions	1,069	13.2	1,271	15.7	2,250	27.8	2,104	25.9	741	9.1	446	5.5	227	2.8	8,108	100.0

ACADEMIC RANK OF FACULTY MEMBERS

It is an almost universal practice among senior colleges and universities in the United States to bestow faculty rank upon the teaching and research personnel in the institution as a means of recognizing professional standing in the academic community. In most instances junior colleges also rank their faculty members. The following is the rank assignment system commonly used throughout the country and in Virginia.

Professor--Bestowed upon those who demonstrate high academic quality through their attainment of advanced degrees, scholarly maturity, and effectiveness in teaching and/or research and publication.

Associate Professor--Used for a faculty member with less maturity than is expected of a professor but who has attained the highest academic degree in his field of specialization and has shown substantial promise as an effective teacher and/or research worker.

Assistant Professor--Generally bestowed upon those (1) who have just received the doctor's degree but who have had little or no previous full-time teaching experience in a college or (2) who have had several years of successful full-time college teaching experience, who hold the master's degree, and are well along toward completion of the doctor's degree.

Instructor--Given to those whose graduate preparation is near the minimum level accepted for faculty appointment and whose experience in college teaching is also limited.

Lecturer--Used for visiting faculty members or specialists who give only one or two courses.

Teaching Assistant (Also called "graduate assistant," or "teaching fellow")--Used for graduate students who teach, on a part-time basis, some of the elementary freshman and sophomore courses.

There are no rigid standards with respect to the distribution of faculty by rank and no policing of the assignment of rank except in a general way by accrediting agencies. However, questions are sometimes raised by accrediting agencies when rank assignments appear to be disproportionate to qualifications and/or remuneration of the faculty. Imbalances in rank distribution sometimes become rather apparent and when such a situation develops they should be carefully scrutinized. Too high a proportion of faculty with senior rank not only presents problems in budgeting for faculty salaries, but also tends to discourage young faculty members from remaining at the institution. On the other hand, too few senior faculty members may indicate the lack of a mature, experienced faculty. The percentage distributions in Table 1 can be compared in a general manner with the following distributions of faculty by rank for all American colleges and universities.[2]

Rank	Universities	Four-Year Colleges	Two-Year Colleges	All Institutions
Professor	27.2%	19.6%	6.2%	21.6%
Associate Professor	22.5%	21.9%	10.9%	20.7%
Assistant Professor	29.6%	31.0%	15.7%	28.3%
Instructor	15.1%	19.0%	40.5%	19.9%
Lecturer	2.9%	5.5%	0.9%	3.6%
Other	2.8%	3.1%	25.8%	5.9%

[2]Alan E. Bayer, College and University Faculty: A Statistical Description, A.C.E. Research reports, Vol. 5, No. 5 (Washington: American Council on Education, 1970).

3. FULL-TIME FACULTY ONLY

Institution	Doctors		Special Professional		Masters		Bachelors		Associate		No Degree		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
4-Yr. Col. & Univ.:														
C. Newport of W&M	21	31.8	--	--	43	65.2	2	3.0	--	--	--	--	66	100.0
Cl. Valley of U.Va.	18	35.3	2	3.9	29	56.9	2	3.9	--	--	--	--	51	100.0
Geo. Mason of U.Va.	70	57.9	1	.8	47	38.8	3	2.5	--	--	--	--	121	100.0
Longwood	55	36.4	1	.7	95	62.9	--	--	--	--	--	--	151	100.0
Madison	103	44.6	2	.9	122	52.8	4	1.7	--	--	--	--	231	100.0
Mary Wash. of U.Va.	78	51.3	--	--	62	40.8	8	5.3	--	--	4	2.6	152	100.0
Norfolk State	65	25.6	5	2.0	172	67.7	12	4.7	--	--	--	--	254	100.0
Old Dominion U.	178	43.8	8	2.0	185	45.6	28	6.9	3	.7	4	1.0	406	100.0
Radford	97	39.5	3	1.2	141	57.3	3	1.2	--	--	2	.8	246	100.0
U. Va.	491	69.4	39	5.5	129	18.2	48	6.8	1	.1	--	--	708	100.0
VCU	275	29.4	255	27.3	342	36.6	56	6.0	--	--	7	.7	935	100.0
VMI	58	52.3	--	--	41	36.9	12	10.8	--	--	--	--	111	100.0
VPI&SU	534	62.5	11	1.3	253	29.6	56	6.6	--	--	--	--	854	100.0
Virginia State	52	24.2	3	1.4	141	65.6	19	8.8	--	--	--	--	215	100.0
William and Mary	199	59.8	16	4.8	105	31.5	13	3.9	--	--	--	--	333	100.0
All 4-Yr. Col. & Univ.	2,294	47.4	346	7.2	1,907	39.4	266	5.5	4	.1	17	.4	4,834	100.0
2-Yr. Branch Col.:														
E. Shore of U.Va.	1	6.3	1	6.3	12	75.0	2	12.4	--	--	--	--	16	100.0
Pat. Henry of U.Va.	2	14.3	1	7.1	11	78.6	--	--	--	--	--	--	14	100.0
R. Bland of W&M	3	8.1	--	--	28	75.7	6	16.2	--	--	--	--	37	100.0
All 2-Yr. Branch Col.	6	9.0	2	3.0	51	76.1	8	11.9	--	--	--	--	67	100.0
Community Col.:														
Blue Ridge	5	11.9	1	2.4	31	73.8	2	4.8	--	--	3	7.1	42	100.0
Central Virginia	3	5.3	1	1.7	41	71.9	7	12.3	2	3.5	3	5.3	57	100.0
Dabney S. Lancaster	1	4.2	1	4.2	20	83.3	2	8.3	--	--	--	--	24	100.0
Danville	2	3.0	3	4.6	31	47.0	12	18.2	15	22.7	3	4.5	66	100.0
Germanna	2	6.7	--	--	28	93.3	--	--	--	--	--	--	30	100.0
John Tyler	1	1.4	1	1.4	48	67.6	18	25.4	1	1.4	2	2.8	71	100.0
Lord Fairfax	3	11.6	--	--	21	80.8	1	3.8	--	--	1	3.8	26	100.0
New River	1	3.6	--	--	10	35.7	2	7.1	--	--	15	53.6	28	100.0
Northern Virginia	19	7.9	8	3.3	177	73.1	33	13.6	1	.4	4	1.7	242	100.0
Southside Virginia	6	33.3	1	5.6	10	55.5	1	5.6	--	--	--	--	18	100.0
Southwest Virginia	5	14.3	1	2.9	25	71.4	2	5.7	--	--	2	5.7	35	100.0
Thomas Nelson	2	2.5	2	2.5	63	77.7	12	14.8	--	--	2	2.5	81	100.0
Tidewater	3	4.6	--	--	48	73.9	11	16.9	--	--	3	4.6	65	100.0
Virginia Highlands	1	3.9	--	--	16	61.5	--	--	--	--	9	34.6	26	100.0
Virginia Western	8	7.9	2	2.0	68	67.3	21	20.8	2	2.0	--	--	101	100.0
Wytheville	3	6.7	--	--	38	84.4	4	8.9	--	--	--	--	45	100.0
All Community Col.	65	6.8	21	2.2	675	70.5	128	13.4	21	2.2	47	4.9	957	100.0
All Institutions	2,365	40.4	369	6.3	2,633	44.9	402	6.9	25	.4	64	1.1	5,858	100.0

4. FULL-TIME AND PART-TIME FACULTY

Institution	Doctors		Special Professional		Masters		Bachelors		Associate		No Degree		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
4-Yr. Col. & Univ.:														
C. Newport of W&M	31	30.4	3	2.9	63	61.8	5	4.9	--	--	--	--	102	100.0
Cl. Valley of U.Va	19	32.8	2	3.4	34	58.6	3	5.2	--	--	--	--	58	100.0
Geo. Mason of U.Va.	82	53.6	1	.6	65	42.5	5	3.3	--	--	--	--	153	100.0
Longwood	56	36.4	1	.6	97	63.0	--	--	--	--	--	--	154	100.0
Madison	104	39.4	3	1.1	132	50.0	25	9.5	--	--	--	--	264	100.0
Mary Wash. of U.Va.	81	49.1	1	.6	66	40.0	12	7.3	--	--	5	3.0	165	100.0
Norfolk State	67	21.3	7	2.2	213	67.6	23	7.3	--	--	5	1.6	315	100.0
Old Dominion U.	188	34.0	15	2.7	266	48.1	76	13.8	3	.5	5	.9	553	100.0
Radford	97	39.1	3	1.2	143	57.7	3	1.2	--	--	2	.8	248	100.0
U. Va.	666	42.0	70	4.4	547	34.5	288	18.1	4	.2	12	.8	1,587	100.0
VCU	309	25.8	261	21.8	458	38.3	147	12.3	--	--	22	1.8	1,197	100.0
VMI	60	51.7	--	--	43	37.1	13	11.2	--	--	--	--	116	100.0
VPI&SU	538	51.6	13	1.2	307	29.5	184	17.7	--	--	--	--	1,042	100.0
Virginia State	55	24.0	5	2.2	150	65.5	19	8.3	--	--	--	--	229	100.0
William and Mary	214	49.3	23	5.3	163	37.6	34	7.8	--	--	--	--	434	100.0
All 4-Yr. Col. & Univ.	2,567	38.8	408	6.2	2,747	41.5	837	12.6	7	.1	51	.8	6,617	100.0
2-Yr. Branch Col.:														
E. Shore of U.Va.	1	5.3	1	5.3	15	78.9	2	10.5	--	--	--	--	19	100.0
Pat. Henry of U.Va.	3	12.0	2	8.0	18	72.0	2	8.0	--	--	--	--	25	100.0
R. Bland of W&M	3	6.5	1	2.2	32	69.6	8	17.4	--	--	2	4.3	46	100.0
All 2-Yr. Branch Col.	7	7.8	4	4.5	65	72.2	12	13.3	--	--	2	2.2	90	100.0
Community Col.:														
Blue Ridge	6	9.2	5	7.7	36	55.4	7	10.8	--	--	11	16.9	65	100.0
Central Virginia	4	5.1	3	3.9	48	61.5	16	20.5	2	2.6	5	6.4	78	100.0
Dabney S. Lancaster	2	6.5	1	3.2	21	67.7	4	12.9	--	--	3	9.7	31	100.0
Danville	3	3.5	5	5.9	36	42.4	23	27.1	15	17.6	3	3.5	85	100.0
Germanna	2	6.7	--	--	28	93.3	--	--	--	--	--	--	30	100.0
John Tyler	1	1.0	3	3.2	58	61.1	27	28.4	1	1.0	5	5.3	95	100.0
Lord Fairfax	3	9.1	2	6.1	24	72.7	3	9.1	--	--	1	3.0	33	100.0
New River	1	2.6	--	--	16	41.0	7	17.9	--	--	15	38.5	39	100.0
Northern Virginia	57	12.0	15	3.1	317	66.6	79	16.6	1	.2	7	1.5	476	100.0
Southside Virginia	6	25.0	1	4.2	14	58.3	1	4.2	--	--	2	8.3	24	100.0
Southwest Virginia	5	9.8	2	3.9	32	62.7	9	17.7	--	--	3	5.9	51	100.0
Thomas Nelson	2	2.5	2	2.5	63	77.7	12	14.8	--	--	2	2.5	81	100.0
Tidewater	4	4.5	--	--	58	65.9	19	21.6	--	--	7	8.0	88	100.0
Virginia Highlands	2	5.4	--	--	22	59.5	3	8.1	--	--	10	27.0	37	100.0
Virginia Western	8	6.5	6	4.9	74	60.2	30	24.4	2	1.6	3	2.4	123	100.0
Wytheville	3	4.6	2	3.1	45	69.2	15	23.1	--	--	--	--	65	100.0
All Community Col.	109	7.8	47	3.3	892	63.7	255	18.2	21	1.5	77	5.5	1,401	100.0
All Institutions	2,683	33.1	459	5.7	3,704	45.7	1,104	13.6	28	.3	130	1.6	8,108	100.0

HIGHEST EARNED ACADEMIC DEGREES HELD BY FACULTY MEMBERS

There has never been developed a completely acceptable method of evaluating the quality of a college faculty, but probably the most widely used index has been the level of educational attainment of the faculty. Although substantial academic preparation alone will not insure a high level of teaching and research competence, studies have shown that there is a significant positive correlation between the proportion of the faculty who have had substantial advanced study and the general quality of the institution at which they are employed.

Among Virginia's state-controlled four-year colleges and universities this year, the University of Virginia had the highest proportion of full-time faculty with doctorates (69.4 per cent) while Virginia State College had the lowest with 24.2 per cent. Practically all the two-year colleges had quite low percentages of their faculties holding the doctorate. This, however, is a common situation in two-year colleges, and particularly in comprehensive community colleges.

The percentage distributions in Table 3 can be compared in a general manner with the following distributions of faculty by highest degree held for all American colleges and universities.[3]

Degree Held	Universities	Four-Year Colleges	Two-Year Colleges	All Institutions
Doctors	56.3%	42.8%	6.7%	45.0%
Special Professional	16.2%	10.8%	12.0%	13.7%
Masters	22.9%	40.2%	64.2%	34.5%
Bachelors or less	4.5%	6.2%	17.1%	6.7%

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[3]Bayer, p. 13.

5. FULL-TIME FACULTY ONLY

Institution	0-5 Years		6-9 Years		10-19 Years		20-29 Years		30 Years and Over		Total		Average
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	
4-Yr. Col. & Univ.:													
C. Newport of W&M	58	87.9	8	12.1	--	--	--	--	--	--	66	100.0	2
Cl. Valley of U.Va.	41	80.4	3	5.9	7	13.7	--	--	--	--	51	100.0	3
Geo. Mason of U.Va.	114	94.2	6	5.0	1	.8	--	--	--	--	121	100.0	2
Longwood	100	66.2	24	15.9	15	9.9	9	6.0	3	2.0	151	100.0	6
Madison	158	68.4	28	12.1	28	12.1	13	5.6	4	1.8	231	100.0	6
Mary Wash. of U.Va.	78	51.3	18	11.9	23	15.1	26	17.1	7	4.6	152	100.0	9
Norfolk State	152	59.8	41	16.1	37	14.6	19	7.5	5	2.0	254	100.0	6
Old Dominion U.	260	64.0	79	19.5	48	11.8	17	4.2	2	.5	406	100.0	6
Radford	185	75.2	33	13.4	15	6.1	11	4.5	2	.8	246	100.0	4
U. Va.	472	66.7	83	11.7	100	14.1	36	5.1	17	2.4	708	100.0	6
VCU	666	71.2	124	13.3	99	10.6	42	4.5	4	.4	935	100.0	5
VMI	58	52.3	13	11.7	20	18.0	17	15.3	3	2.7	111	100.0	9
VPI&SU	538	63.0	89	10.4	121	14.2	65	7.6	41	4.8	854	100.0	7
Virginia State	113	52.6	28	13.0	38	17.7	20	9.3	16	7.4	215	100.0	9
William and Mary	217	65.2	43	12.9	45	13.5	21	6.3	7	2.1	333	100.0	6
All 4-Yr. Col. & Univ.	3,210	66.4	620	12.8	597	12.4	296	6.1	111	2.3	4,834	100.0	6
2-Yr. Branch Col.:													
E. Shore of U.Va.	13	81.2	3	18.8	--	--	--	--	--	--	16	100.0	3
Pat. Henry of U.Va.	12	85.7	2	14.3	--	--	--	--	--	--	14	100.0	3
R. Bland of W&M	31	83.8	6	16.2	--	--	--	--	--	--	37	100.0	3
All 2-Yr. Branch Col.	56	83.6	11	16.4	--	--	--	--	--	--	67	100.0	3
Community Col.:													
Blue Ridge	42	100.0	--	--	--	--	--	--	--	--	42	100.0	2
Central Virginia	56	98.2	1	1.8	--	--	--	--	--	--	57	100.0	1
Dabney S. Lancaster	24	100.0	--	--	--	--	--	--	--	--	24	100.0	2
Danville	66	100.0	--	--	--	--	--	--	--	--	66	100.0	3
Germanna	30	100.0	--	--	--	--	--	--	--	--	30	100.0	0
John Tyler	71	100.0	--	--	--	--	--	--	--	--	71	100.0	2
Lord Fairfax	26	100.0	--	--	--	--	--	--	--	--	26	100.0	0
New River	26	92.8	1	3.6	1	3.6	--	--	--	--	28	100.0	3
Northern Virginia	242	100.0	--	--	--	--	--	--	--	--	242	100.0	2
Southside Virginia	18	100.0	--	--	--	--	--	--	--	--	18	100.0	0
Southwest Virginia	35	100.0	--	--	--	--	--	--	--	--	35	100.0	1
Thomas Nelson	81	100.0	--	--	--	--	--	--	--	--	81	100.0	1
Tidewater	64	98.5	--	--	1	1.5	--	--	--	--	65	100.0	1
Virginia Highlands	26	100.0	--	--	--	--	--	--	--	--	26	100.0	1
Virginia Western	92	91.1	9	8.9	--	--	--	--	--	--	101	100.0	2
Wytheville	42	93.3	3	6.7	--	--	--	--	--	--	45	100.0	2
All Community Col.	941	98.3	14	1.5	2	.2	--	--	--	--	957	100.0	2
All Institutions	4,207	71.8	645	11.0	599	10.2	296	5.1	111	1.9	5,858	100.0	

6. FULL-TIME AND PART-TIME FACULTY

Institution	0-5 Years		6-9 Years		10-19 Years		20-29 Years		30 Years and Over		Total		Average
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	
4-Yr. Col. & Univ.:													
C. Newport of W&M	93	91.2	9	8.8	--	--	--	--	--	--	102	100.0	2
Cl. Valley of U.Va.	45	77.6	4	6.9	9	15.5	--	--	--	--	58	100.0	4
Geo. Mason of U.Va.	143	93.5	9	5.9	1	.6	--	--	--	--	153	100.0	2
Longwood	102	66.2	24	15.6	16	10.4	9	5.8	3	2.0	154	100.0	6
Madison	189	71.6	28	10.6	30	11.4	13	4.9	4	1.5	264	100.0	5
Mary Wash. of U.Va.	85	51.5	20	12.1	26	15.8	27	16.4	7	4.2	165	100.0	9
Norfolk State	190	60.3	51	16.2	49	15.6	20	6.3	5	1.6	315	100.0	6
Old Dominion U.	391	70.7	88	15.9	54	9.8	18	3.2	2	.4	553	100.0	5
Radford	186	75.0	34	13.7	15	6.1	11	4.4	2	.8	248	100.0	4
U. Va.	1,260	79.4	137	8.6	136	8.6	37	2.3	17	1.1	1,587	100.0	4
VCU	876	73.2	151	12.6	122	10.2	44	3.7	4	.3	1,197	100.0	5
VMI	62	53.5	13	11.2	20	17.2	18	15.5	3	2.6	116	100.0	9
VPI&SU	723	69.4	90	8.7	123	11.8	65	6.2	41	3.9	1,042	100.0	6
Virginia State	123	53.7	28	12.2	40	17.5	21	9.2	17	7.4	229	100.0	9
William and Mary	313	72.1	46	10.6	46	10.6	21	4.8	8	1.9	434	100.0	5
All 4-Yr. Col. & Univ.	4,781	72.2	732	11.1	687	10.4	304	4.6	113	1.7	6,617	100.0	5
2-Yr. Branch Col.:													
E. Shore of U.Va.	15	78.9	4	21.1	--	--	--	--	--	--	19	100.0	3
Pat. Henry of U.Va.	22	88.0	3	12.0	--	--	--	--	--	--	25	100.0	2
R. Bland of W&M	40	87.0	6	13.0	--	--	--	--	--	--	46	100.0	3
All 2-Yr. Branch Col.	77	85.6	13	14.4	--	--	--	--	--	--	90	100.0	3
Community Col.:													
Blue Ridge	65	100.0	--	--	--	--	--	--	--	--	65	100.0	1
Central Virginia	77	98.7	1	1.3	--	--	--	--	--	--	78	100.0	1
Dabney S. Lancaster	31	100.0	--	--	--	--	--	--	--	--	31	100.0	1
Danville	85	100.0	--	--	--	--	--	--	--	--	85	100.0	2
Germanna	30	100.0	--	--	--	--	--	--	--	--	30	100.0	0
John Tyler	95	100.0	--	--	--	--	--	--	--	--	95	100.0	1
Lord Fairfax	33	100.0	--	--	--	--	--	--	--	--	33	100.0	0
New River	37	94.8	1	2.6	1	2.6	--	--	--	--	39	100.0	2
Northern Virginia	476	100.0	--	--	--	--	--	--	--	--	476	100.0	2
Southside Virginia	24	100.0	--	--	--	--	--	--	--	--	24	100.0	0
Southwest Virginia	51	100.0	--	--	--	--	--	--	--	--	51	100.0	1
Thomas Nelson	81	100.0	--	--	--	--	--	--	--	--	81	100.0	1
Tidewater	87	98.9	--	--	1	.1	--	--	--	--	88	100.0	1
Virginia Highlands	37	100.0	--	--	--	--	--	--	--	--	37	100.0	0
Virginia Western	113	91.9	9	7.3	1	.8	--	--	--	--	123	100.0	2
Wytheville	62	95.4	3	4.6	--	--	--	--	--	--	65	100.0	1
All Community Col.	1,384	98.8	14	1.0	3	.2	--	--	--	--	1,401	100.0	2
All Institutions	6,242	77.0	759	9.4	690	8.5	304	3.7	113	1.4	8,108	100.0	4

FACULTY MEMBERS' YEARS OF EXPERIENCE AT INSTITUTION OF PRESENT EMPLOYMENT

Statistics on years of experience at the institution of present employment provide a helpful index to faculty stability. There are certain factors that might dictate a low experience figure in this category (such as a recently established or rapidly expanding institution and the consequent hiring of many new faculty), but a low experience figure can be indicative of an inordinately high turnover of faculty.

As would be expected, the two-year colleges reported very few faculty members with more than five years' experience at the institution. The predominant factor at work to cause this low experience figure is the youthfulness of the two-year institutions. Most have been in existence for only a few years.

7. FULL-TIME FACULTY ONLY

Institutions	0-5 Years		6-9 Years		10-19 Years		20-29 Years		30 Years and Over		Total		Average
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	
4-Yr. Col. & Univ.:													
C. Newport of W&M	29	43.9	23	34.8	10	15.2	4	6.1	--	--	66	100.0	7
Cl. Valley of U.Va.	29	56.9	6	11.8	15	29.4	1	1.9	--	--	51	100.0	6
Geo. Mason of U.Va.	74	61.2	31	25.6	14	11.6	2	1.6	--	--	121	100.0	6
Longwood	85	56.3	17	11.3	31	20.5	12	7.9	6	4.0	151	100.0	8
Madison	91	39.4	48	20.8	53	22.9	25	10.8	14	6.1	231	100.0	10
Mary Wash. of U.Va.	67	44.1	21	13.8	25	16.5	21	13.8	18	11.8	152	100.0	12
Norfolk State	90	35.4	53	20.9	67	26.4	36	14.2	8	3.1	254	100.0	10
Old Dominion U.	171	42.1	97	23.9	85	20.9	45	11.1	8	2.0	406	100.0	9
Radford	163	66.3	39	15.8	27	11.0	13	5.3	4	1.6	246	100.0	6
U.Va.	288	40.7	134	18.9	171	24.2	75	10.6	40	5.6	708	100.0	10
VCU	446	47.7	180	19.3	207	22.1	77	8.2	25	2.7	935	100.0	8
VMI	44	39.7	13	11.7	28	25.2	19	17.1	7	6.3	111	100.0	11
VPI&SU	311	36.4	148	17.3	228	26.7	108	12.7	59	6.9	854	100.0	11
Virginia State	66	30.7	36	16.7	53	24.7	31	14.4	29	13.5	215	100.0	14
William and Mary	158	47.5	59	17.7	71	21.3	35	10.5	10	3.0	333	100.0	9
All 4-Yr. Col. & Univ.	2,112	43.7	905	18.7	1,085	22.5	504	10.4	228	4.7	4,834	100.0	10
2-Yr. Branch Col.:													
E. Shore of U.Va.	10	62.4	4	25.0	1	6.3	1	6.3	--	--	16	100.0	6
Pat. Henry of U.Va.	7	50.0	5	35.7	2	14.3	--	--	--	--	14	100.0	6
R. Bland of W&M	24	64.9	9	24.3	3	8.1	1	2.7	--	--	37	100.0	5
All 2-Yr. Branch Col.	41	61.2	18	26.9	6	8.9	2	3.0	--	--	67	100.0	5
Community Col.:													
Blue Ridge	33	78.6	5	11.9	3	7.1	1	2.4	--	--	42	100.0	5
Central Virginia	48	84.2	4	7.0	4	7.0	1	1.8	--	--	57	100.0	3
Dabney S. Lancaster	18	75.0	3	12.5	1	4.2	2	8.3	--	--	24	100.0	5
Danville	37	56.1	7	10.6	17	25.8	3	4.5	2	3.0	66	100.0	7
Germanna	24	80.0	3	10.0	3	10.0	--	--	--	--	30	100.0	2
John Tyler	38	53.5	13	18.3	17	24.0	3	4.2	--	--	71	100.0	7
Lord Fairfax	23	88.5	--	--	3	11.5	--	--	--	--	26	100.0	2
New River	14	50.0	5	17.9	9	32.1	--	--	--	--	28	100.0	7
Northern Virginia	65	26.9	53	21.9	65	26.9	38	15.7	21	8.6	242	100.0	13
Southside Virginia	11	61.1	4	22.2	3	16.7	--	--	--	--	18	100.0	5
Southwest Virginia	19	54.3	7	20.0	9	25.7	--	--	--	--	35	100.0	6
Thomas Nelson	53	65.4	19	23.5	9	11.1	--	--	--	--	81	100.0	5
Tidewater	36	55.4	19	29.2	9	13.9	--	--	1	1.5	65	100.0	6
Virginia Highlands	23	88.5	2	7.7	1	3.8	--	--	--	--	26	100.0	2
Virginia Western	46	45.5	21	20.8	20	19.8	10	9.9	4	4.0	101	100.0	9
Wytheville	39	86.8	2	4.4	1	2.2	2	4.4	1	2.2	45	100.0	4
All Community Col.	527	55.1	167	17.4	174	18.2	60	6.3	29	3.0	957	100.0	7
All Institutions	2,680	45.7	1,090	18.6	1,265	21.6	566	9.7	257	4.4	5,858	100.0	9

8. FULL-TIME AND PART-TIME FACULTY

Institutions	0-5 Years		6-9 Years		10-19 Years		20-29 Years		30 Years and Over		Total		Average
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	
4-Yr. Col. & Univ.:													
C. Newport of W&M	61	59.8	24	23.5	12	11.8	5	4.9	--	--	102	100.0	6
Cl. Valley of U.Va.	33	56.9	7	12.1	17	29.3	1	1.7	--	--	58	100.0	6
Geo. Mason of U.Va.	100	65.4	37	24.2	14	9.1	2	1.3	--	--	153	100.0	5
Longwood	87	56.5	17	11.0	32	20.8	12	7.8	6	3.9	154	100.0	8
Madison	119	45.1	50	18.9	56	21.2	25	9.5	14	5.3	264	100.0	9
Mary Wash. of U.Va.	74	44.9	22	13.3	29	17.6	22	13.3	18	10.9	165	100.0	12
Norfolk State	127	40.3	63	20.0	79	25.1	38	12.1	8	2.5	315	100.0	9
Old Dominion U.	298	53.9	108	19.5	89	16.1	48	8.7	10	1.8	553	100.0	7
Radford	164	66.1	40	16.1	27	10.9	13	5.3	4	1.6	248	100.0	6
U. Va.	915	57.7	216	13.6	275	17.3	117	7.4	64	4.0	1,587	100.0	8
VCU	626	52.3	216	18.0	242	20.2	87	7.3	26	2.2	1,197	100.0	8
VMI	47	40.5	13	11.2	28	24.2	21	18.1	7	6.0	116	100.0	11
VPI&SU	493	47.3	150	14.4	232	22.3	108	10.4	59	5.6	1,042	100.0	9
Virginia State	71	31.0	38	16.6	54	23.6	34	14.8	32	14.0	229	100.0	14
William and Mary	239	55.1	72	16.6	76	17.5	36	8.3	11	2.5	434	100.0	7
All 4-Yr. Col. & Univ.	3,454	52.2	1,073	16.2	1,262	19.1	569	8.6	259	3.9	6,617	100.0	8
2-Yr. Branch Col.:													
E. Shore of U.Va.	12	63.2	4	21.0	2	10.5	1	5.3	--	--	19	100.0	6
Pat. Henry of U.Va.	14	56.0	7	28.0	4	16.0	--	--	--	--	25	100.0	5
R. Bland of W&M	33	71.7	9	19.6	3	6.5	1	2.2	--	--	46	100.0	4
All 2-Yr. Branch Col.	59	65.6	20	22.2	9	10.0	2	2.2	--	--	90	100.0	5
Community Col.:													
Blue Ridge	52	80.0	6	9.2	6	9.2	1	1.6	--	--	65	100.0	4
Central Virginia	67	85.9	5	6.4	5	6.4	1	1.3	--	--	78	100.0	3
Dabney S. Lancaster	21	67.7	4	12.9	3	9.7	2	6.5	1	3.2	31	100.0	6
Danville	53	62.3	8	9.4	18	21.2	4	4.7	2	2.4	85	100.0	7
Germanna	24	80.0	3	10.0	3	10.0	--	--	--	--	30	100.0	2
John Tyler	62	65.3	13	13.7	17	17.9	3	3.1	--	--	95	100.0	5
Lord Fairfax	30	90.9	--	--	3	9.1	--	--	--	--	33	100.0	2
New River	24	61.5	6	15.4	9	23.1	--	--	--	--	39	100.0	5
Northern Virginia	157	33.0	99	21.8	133	27.9	61	12.8	26	5.5	476	100.0	11
Southside Virginia	15	62.5	5	20.8	4	16.7	--	--	--	--	24	100.0	5
Southwest Virginia	28	54.9	9	17.6	13	25.5	1	2.0	--	--	51	100.0	7
Thomas Nelson	53	65.4	19	23.5	9	11.1	--	--	--	--	81	100.0	5
Tidewater	58	65.9	20	22.8	9	10.2	--	--	1	1.1	88	100.0	5
Virginia Highlands	34	91.9	2	5.4	1	2.7	--	--	--	--	37	100.0	2
Virginia Western	65	52.8	22	17.9	21	17.1	11	8.9	4	3.3	123	100.0	8
Wytheville	56	86.2	3	4.6	3	4.6	2	3.1	1	1.5	65	100.0	4
All Community Col.	799	57.0	224	16.0	257	18.4	86	6.1	35	2.5	1,401	100.0	7
All Institutions	4,312	53.2	1,317	16.2	1,528	18.9	657	8.1	294	3.6	8,108	100.0	8

TOTAL YEARS OF HIGHER EDUCATION EXPERIENCE OF FACULTY MEMBERS

It would be expected, of course, that total higher education experience of faculty members would be greater than their experience at the institution of present employment. At Virginia state-controlled institutions, faculty members had an average of three to four years of experience at other institutions before joining the institution of present employment.

Total years of higher education experience is a helpful indicator of the maturity of an institution's faculty. As is true of other characteristics, however, if considered alone it has but limited usefulness.

Illustrated quite clearly by the experience data is the substantial disparity between the two-year colleges as a group and the four-year colleges and universities.

9. FULL-TIME FACULTY ONLY

Institution	Under 30		30-39		40-49		50-59		60-64		65 and over		Total		Average
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	
4-Yr. Col. & Univ.:															
C. Newport of W&M	12	18.2	26	39.4	11	16.7	13	19.7	2	3.0	2	3.0	66	100.0	40
Cl. Valley of U.Va.	9	17.6	24	47.0	11	21.6	6	11.8	1	2.0	—	—	51	100.0	38
Geo. Mason of U.Va	12	9.9	52	43.0	29	24.0	21	17.3	4	3.3	3	2.5	121	100.0	41
Longwood	28	18.6	44	29.1	39	25.8	23	15.2	11	7.3	6	4.0	151	100.0	42
Madison	19	8.2	81	35.1	69	29.9	35	15.1	15	6.5	12	5.2	231	100.0	43
Mary Wash. of U.Va.	29	19.1	44	28.9	33	21.7	21	13.8	12	7.9	13	8.6	152	100.0	43
Norfolk State	30	11.8	80	31.5	62	24.4	56	22.0	19	7.5	7	2.8	254	100.0	44
Old Dominion U.	49	12.1	138	34.0	110	27.1	71	17.5	25	6.1	13	3.2	406	100.0	42
Radford	55	22.4	103	41.9	56	22.8	22	8.9	7	2.8	3	1.2	246	100.0	38
U. Va.	90	12.7	308	43.5	168	23.7	77	10.9	39	5.5	26	3.7	708	100.0	41
VCU	104	11.1	380	40.6	259	27.7	140	15.0	26	2.8	26	2.8	935	100.0	41
VMI	18	16.2	38	34.3	28	25.2	21	18.9	6	5.4	—	—	111	100.0	41
VPI&SU	108	12.7	335	39.2	210	24.6	128	15.0	48	5.6	25	2.9	854	100.0	41
Virginia State	23	10.7	48	22.3	60	27.9	49	22.8	19	8.8	16	7.5	215	100.0	46
William and Mary	61	18.3	134	40.3	68	20.4	42	12.6	19	5.7	9	2.7	333	100.0	40
All 4-Yr. Col. & Univ.	647	13.4	1,835	38.0	1,213	25.1	725	15.0	253	5.2	161	3.3	4,834	100.0	41
2-Yr. Branch Col.:															
E. Shore of U.Va.	3	18.8	6	37.5	4	25.0	2	12.5	1	6.2	—	—	16	100.0	40
Pat. Henry of U.Va.	2	14.3	5	35.7	4	28.6	3	21.4	—	—	—	—	14	100.0	40
R. Bland of W&M	6	16.2	16	43.3	7	18.9	3	8.1	4	10.8	1	2.7	37	100.0	41
All 2-Yr. Branch Col.	11	16.4	27	40.3	15	22.4	8	11.9	5	7.5	1	1.5	67	100.0	40
Community Col.:															
Blue Ridge	8	19.1	14	33.3	9	21.4	9	21.4	2	4.8	—	—	42	100.0	41
Central Virginia	22	38.6	18	31.6	11	19.3	3	5.2	2	3.5	1	1.8	57	100.0	36
Dabney S. Lancaster	5	20.8	12	50.0	5	20.8	1	4.2	—	—	1	4.2	24	100.0	36
Danville	22	33.3	21	31.9	13	19.7	7	10.6	2	3.0	1	1.5	66	100.0	37
Germanna	11	36.7	12	40.0	6	20.0	1	3.3	—	—	—	—	30	100.0	34
John Tyler	15	21.1	27	38.0	17	24.0	9	12.7	2	2.8	1	1.4	71	100.0	38
Lord Fairfax	10	38.4	4	15.4	8	30.8	4	15.4	—	—	—	—	26	100.0	38
New River	5	17.9	12	42.9	9	32.1	2	7.1	—	—	—	—	28	100.0	37
Northern Virginia	61	25.2	65	26.9	36	14.9	65	26.9	12	4.9	3	1.2	242	100.0	41
Southside Virginia	3	16.7	7	38.9	8	44.4	—	—	—	—	—	—	18	100.0	39
Southwest Virginia	7	20.0	16	45.7	12	34.3	—	—	—	—	—	—	35	100.0	36
Thomas Nelson	15	18.5	36	44.5	17	21.0	9	11.1	3	3.7	1	1.2	81	100.0	39
Tidewater	19	29.2	15	23.1	15	23.1	15	23.1	1	1.5	—	—	65	100.0	39
Virginia Highlands	7	26.9	3	11.6	11	42.3	5	19.2	—	—	—	—	26	100.0	40
Virginia Western	20	19.8	30	29.7	24	23.8	14	13.8	3	3.0	10	9.9	101	100.0	42
Wytheville	11	24.5	20	44.4	4	8.9	7	15.6	2	4.4	1	2.2	45	100.0	37
All Community Col.	241	25.2	312	32.6	205	21.4	151	15.8	29	3.0	19	2.0	957	100.0	39
All Institutions	899	15.3	2,174	37.1	1,433	24.5	884	15.1	287	4.9	181	3.1	5,858	100.0	41

10. FULL-TIME AND PART-TIME FACULTY

Institution	Under 30		30-39		40-49		50-59		60-64		65 and over		Total		Average
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	
4-Yr. Col. & Univ.:															
C. Newport of W&M	25	24.5	42	41.2	13	12.7	18	17.6	2	2.0	2	2.0	102	100.0	38
Cl. Valley of U.Va.	9	15.5	28	48.3	13	22.4	7	12.1	1	1.7	—	—	58	100.0	38
Geo. Mason of U.Va	17	11.1	68	44.4	36	23.5	24	15.7	5	3.3	3	2.0	153	100.0	40
Longwood	28	18.2	46	29.9	40	26.0	23	14.9	11	7.1	6	3.9	154	100.0	42
Madison	32	12.1	92	34.9	74	28.0	39	14.8	15	5.7	12	4.5	264	100.0	42
Mary Wash. of U.Va.	31	18.8	47	28.5	37	22.4	23	13.9	12	7.3	15	9.1	165	100.0	43
Norfolk State	39	12.4	87	27.6	83	26.4	69	21.9	29	9.2	8	2.5	315	100.0	44
Old Dominion U.	98	17.7	180	32.5	142	25.7	88	15.9	27	4.9	18	3.3	553	100.0	41
Radford	56	22.6	103	41.5	57	23.0	22	8.9	7	2.8	3	1.2	248	100.0	38
U. Va.	411	25.9	567	35.7	318	20.0	177	11.2	63	4.0	51	3.2	1,587	100.0	38
VCU	140	11.7	480	40.1	330	27.6	180	15.0	31	2.6	36	3.0	1,197	100.0	41
VMI	20	17.3	39	33.6	28	24.1	23	19.8	6	5.2	—	—	116	100.0	41
VPI & SU	252	24.2	372	35.7	216	20.7	128	12.3	49	4.7	25	2.4	1,042	100.0	39
Virginia State	24	10.5	53	23.1	62	27.1	52	22.7	19	8.3	19	8.3	229	100.0	46
William and Mary	75	17.3	160	36.9	97	22.3	66	15.2	23	5.3	13	3.0	434	100.0	41
All 4-Yr. Col. & Univ.	1,257	19.0	2,364	35.7	1,546	23.4	939	14.2	300	4.5	211	3.2	6,617	100.0	40
2-Yr. Branch Col.:															
E. Shore of U.Va.	3	15.8	7	36.8	5	26.3	2	10.5	1	5.3	1	5.3	19	100.0	42
Pat. Henry of U.Va.	4	16.0	10	40.0	4	16.0	5	20.0	1	4.0	1	4.0	25	100.0	40
R. Bland of W&M	8	17.4	19	41.3	8	17.4	6	13.0	4	8.7	1	2.2	46	100.0	41
All 2-Yr. Branch Col.	15	16.7	36	40.0	17	18.9	13	14.4	6	6.7	3	3.3	90	100.0	41
Community Col.:															
Blue Ridge	11	16.9	22	33.9	18	27.7	11	16.9	3	4.6	—	—	65	100.0	40
Central Virginia	25	32.1	27	34.6	17	21.8	4	5.1	4	5.1	1	1.3	78	100.0	37
Dabney S. Lancaster	5	16.1	12	38.7	8	25.8	3	9.7	1	3.2	2	6.5	31	100.0	40
Danville	28	32.9	30	35.3	17	20.0	7	8.2	2	2.4	1	1.2	85	100.0	36
Germanna	11	36.7	12	40.0	6	20.0	1	3.3	—	—	—	—	30	100.0	34
John Tyler	18	18.9	42	44.2	21	22.1	10	10.5	3	3.2	1	1.1	95	100.0	38
Lord Fairfax	11	33.3	8	24.2	9	27.3	5	15.2	—	—	—	—	33	100.0	38
New River	9	23.1	16	41.0	11	28.2	3	7.7	—	—	—	—	39	100.0	36
Northern Virginia	113	23.7	155	32.6	91	19.1	96	20.2	16	3.4	5	1.0	476	100.0	40
Southside Virginia	5	20.8	7	29.2	12	50.0	—	—	—	—	—	—	24	100.0	39
Southwest Virginia	10	19.6	22	43.1	13	25.5	6	11.8	—	—	—	—	51	100.0	38
Thomas Nelson	15	18.5	36	44.5	17	21.0	9	11.1	3	3.7	1	1.2	81	100.0	39
Tidewater	22	25.0	23	26.2	24	27.3	17	19.3	1	1.1	1	1.1	88	100.0	39
Virginia Highlands	9	24.3	8	21.6	14	37.9	5	13.5	—	—	1	2.7	37	100.0	39
Virginia Western	21	17.1	41	33.3	30	24.4	16	13.0	4	3.3	11	8.9	123	100.0	42
Wytheville	18	27.7	25	38.5	8	12.3	11	16.9	2	3.1	1	1.5	65	100.0	37
All Community Col.	331	23.6	486	34.7	316	22.5	204	14.6	39	2.8	25	1.8	1,401	100.0	39
All Institutions	1,603	19.8	2,886	35.6	1,879	23.2	1,156	14.3	345	4.2	239	2.9	8,108	100.0	40

AGE OF FACULTY MEMBERS

Although there is no particular range of ages which is considered to be most appropriate for a college or university faculty, it is nevertheless desirable that there be a reasonable blending of youth and experience. A preponderantly elderly faculty has ramifications for serious difficulties because of numerous impending retirements and a possible lack of mature and experienced replacements. An inordinate number of youthful faculty, on the other hand, may not be conducive to the most productive and scholarly educational enterprise.

During the 1970-71 term, 181 full-time faculty members reached or surpassed the normal retirement age of 65 while an additional 287 were approaching retirement age. The lowest average age of full-time faculty, 34 years, is observed for Germanna Community College. The highest average age of 46 is found at Virginia State College.

The percentage distributions in Table 9 can be compared in a general manner with the following distribution of faculty by age for all American colleges and universities.[4]

Age	Universities	Four-Year Colleges	Two-Year Colleges	All Institutions
Under 30	14.6%	17.0%	18.0%	16.0%
30-39	35.1%	33.0%	31.2%	33.9%
40-49	27.1%	25.7%	28.0%	26.7%
50-59	15.7%	15.6%	16.1%	15.7%
Over 60	7.4%	8.5%	6.6%	7.7%

[4]Bayer, p. 12.

11. FULL-TIME FACULTY ONLY

Institution	Male		Female		Total	
	No.	%	No.	%	No.	%
4-Yr. Col. & Univ.:						
C. Newport of W&M	39	59.1	27	40.9	66	100.0
Cl. Valley of U.Va.	43	84.3	8	15.7	51	100.0
Geo. Mason of U.Va.	79	65.3	42	34.7	121	100.0
Longwood	79	52.3	72	47.7	151	100.0
Madison	161	69.7	70	30.3	231	100.0
Mary Wash. of U.Va.	89	58.6	63	41.4	152	100.0
Norfolk State	142	55.9	112	44.1	254	100.0
Old Dominion U.	317	78.1	89	21.9	406	100.0
Radford	154	62.6	92	37.4	246	100.0
U. Va.	644	91.0	64	9.0	708	100.0
VCU	728	77.9	207	22.1	935	100.0
VMI	111	100.0	--	--	111	100.0
VPI&SU	793	92.9	61	7.1	854	100.0
Virginia State	141	65.6	74	34.4	215	100.0
William and Mary	288	86.5	45	13.5	333	100.0
All 4-Yr. Col. & Univ.	3,808	78.8	1,026	21.2	4,834	100.0
2-Yr. Branch Col.:						
E. Shore of U.Va.	13	81.3	3	18.7	16	100.0
Pat. Henry of U.Va.	9	64.3	5	35.7	14	100.0
R. Bland of W&M	23	62.2	14	37.8	37	100.0
All 2-Yr. Branch Col.	45	67.2	22	32.8	67	100.0
Community Col.:						
Blue Ridge	33	78.6	9	21.4	42	100.0
Central Virginia	40	70.2	17	29.8	57	100.0
Dabney S. Lancaster	19	79.2	5	20.8	24	100.0
Danville	53	80.3	13	19.7	66	100.0
Germanna	22	73.3	8	26.7	30	100.0
John Tyler	46	64.8	25	35.2	71	100.0
Lord Fairfax	19	73.1	7	26.9	26	100.0
New River	19	67.9	9	32.1	28	100.0
Northern Virginia	151	62.4	91	37.6	242	100.0
Southside Virginia	12	66.7	6	33.3	18	100.0
Southwest Virginia	29	82.9	6	17.1	35	100.0
Thomas Nelson	60	74.1	21	25.9	81	100.0
Tidewater	51	78.5	14	21.5	65	100.0
Virginia Highlands	19	73.1	7	26.9	26	100.0
Virginia Western	74	73.3	27	26.7	101	100.0
Wytheville	28	62.2	17	37.8	45	100.0
All Community Col.	675	70.5	282	29.5	957	100.0
All Institutions	4,528	77.3	1,330	22.7	5,858	100.0

12. FULL-TIME AND PART-TIME FACULTY

Institution	Male		Female		Total	
	No.	%	No.	%	No.	%
4-Yr. Col. & Univ.:						
C. Newport of W&M	67	65.7	35	34.3	102	100.0
Cl.Valley of U.Va.	45	77.6	13	22.4	58	100.0
Geo. Mason of U.	95	62.1	58	37.9	153	100.0
Longwood	80	51.9	74	48.1	154	100.0
Madison	178	67.4	86	32.6	264	100.0
Mary Wash. of U.	96	58.2	69	41.8	165	100.0
Norfolk State	175	55.6	140	44.4	315	100.0
Old Dominion U.	418	75.6	135	24.4	553	100.0
Radford	154	62.1	94	37.9	248	100.0
U. Va.	1,318	83.0	269	17.0	1,587	100.0
VCU	905	75.6	292	24.4	1,197	100.0
VMI	115	99.1	1	.9	116	100.0
VPI&SU	935	89.7	107	10.3	1,042	100.0
Virginia State	153	66.8	76	33.2	229	100.0
William and Mary	357	82.3	77	17.7	434	100.0
All 4-Yr. Col. & Univ.	5,091	77.0	1,526	23.0	6,617	100.0
2-Yr. Branch Col.:						
E. Shore of U.Va.	16	84.2	3	15.8	19	100.0
Pat. Henry of U.Va.	18	72.0	7	28.0	25	100.0
R. Bland of W&M	29	63.0	17	37.0	46	100.0
All 2-Yr. Branch Col.	63	70.0	27	30.0	90	100.0
Community Col.:						
Blue Ridge	53	81.5	12	18.5	65	100.0
Central Virginia	55	70.5	23	29.5	78	100.0
Dabney S. Lancaster	22	71.0	9	29.0	31	100.0
Danville	66	77.6	19	22.4	85	100.0
Germanna	22	73.3	8	26.7	30	100.0
John Tyler	65	68.4	30	31.6	95	100.0
Lord Fairfax	22	66.7	11	33.3	33	100.0
New River	23	59.0	16	41.0	39	100.0
Northern Virginia	317	66.6	159	33.4	476	100.0
Southside Virginia	17	70.8	7	29.2	24	100.0
Southwest Virginia	38	74.5	13	25.5	51	100.0
Thomas Nelson	60	74.1	21	25.9	81	100.0
Tidewater	68	77.3	20	22.7	88	100.0
Virginia Highlands	24	64.9	13	35.1	37	100.0
Virginia Western	91	74.0	32	26.0	123	100.0
Wytheville	40	61.5	25	38.5	65	100.0
All Community Col.	983	70.2	418	29.8	1,401	100.0
All Institutions	6,137	75.7	1,971	24.3	8,108	100.0

SEX OF FACULTY MEMBERS

During 1970-71, female faculty members constituted 24.3 per cent of the full-time and part-time faculty with some institutions indicating a percentage of female faculty as high as 48 per cent. Because of the nature of the institution, Virginia Military Institute employed only one female on a part-time basis.

Among the four-year colleges and universities, the predominantly or exclusively women's colleges generally show a greater proportion of their faculties who are female than the other institutions.

13. FULL-TIME AND PART-TIME FACULTY

Institution	Institution Awarding Highest Degree														
	Longwood	Madison	Mary Wash. of U.Va.	Norfolk State	Old Dominion U.	Radford	U. Va.	VCU	VMI	VPI & SU	Virginia State	William and Mary	Bridgewater College	Emory & Henry	Hampden-Sydney
4-Yr. Col. & Univ.:															
C. Newport of W&M	--	1	--	--	2	--	10	--	--	3	--	16	--	--	--
Cl. Valley of U.Va.	--	--	--	--	--	--	10	--	--	2	--	--	--	--	--
Geo. Mason of U.Va.	--	--	--	--	--	--	11	--	--	--	--	--	--	--	--
Longwood	5	--	--	--	--	2	28	--	--	6	--	1	--	--	--
Madison	2	20	--	--	--	1	31	1	--	2	--	2	2	--	--
Mary Wash. ofU.Va.	--	--	1	--	--	--	20	--	1	1	1	--	--	--	--
Norfolk State	--	--	--	7	1	--	3	--	--	1	5	1	--	--	--
Old Dominion U.	1	--	--	--	64	--	34	--	--	12	--	18	--	--	--
Radford	--	--	--	--	--	7	14	--	--	20	--	--	--	--	1
U. Va.	--	2	4	1	1	4	305	1	6	12	1	9	2	1	1
VCU	1	8	--	--	--	1	75	79	1	33	2	11	--	--	1
VMI	--	--	--	--	--	--	13	--	4	8	--	--	--	--	--
VPI & SU	--	1	3	--	1	7	23	2	1	151	--	--	3	--	--
Virginia State	--	--	--	--	--	--	4	--	--	1	36	1	--	--	--
William and Mary	1	--	--	--	6	--	32	--	--	5	--	31	--	--	--
All 4-Yr. Col. & Univ.	10	32	8	8	75	22	613	83	13	257	45	90	7	1	3
2-Yr. Branch Col.:															
E. Shore of U.Va.	--	--	--	--	--	--	6	--	--	--	--	--	--	--	--
Pat. Henry of U.Va.	1	1	--	--	--	--	--	--	--	3	--	--	--	--	--
R. Bland of W&M	--	--	--	--	1	--	3	6	--	3	--	2	--	--	--
All 2-Yr. Branch Col.	1	1	--	--	1	--	9	6	--	6	--	2	--	--	--
Community Col.:															
Blue Ridge	1	6	--	--	--	--	9	--	--	--	--	2	--	--	1
Central Virginia	--	--	--	--	1	2	14	--	--	4	--	2	--	--	--
Dabney S. Lancaster	--	2	--	--	--	2	3	1	--	4	--	1	--	--	--
Danville	1	--	--	--	--	1	6	--	--	13	--	1	--	--	--
Germanna	--	1	--	--	--	2	4	--	--	4	--	--	--	--	--
John Tyler	1	--	1	--	--	--	4	1	--	1	1	2	--	2	--
Lord Fairfax	--	5	--	--	--	--	7	--	--	2	--	--	--	--	--
New River	--	--	--	--	--	11	--	--	--	4	--	--	--	--	--
Northern Virginia	--	2	--	--	--	1	15	--	--	4	--	1	1	--	--
Southside Virginia	2	1	--	--	--	--	2	--	--	3	1	--	--	--	--
Southwest Virginia	1	--	--	--	--	5	2	--	--	3	--	--	--	--	--
Thomas Nelson	--	--	--	--	1	1	5	--	--	--	1	10	--	--	--
Tidewater	--	--	--	--	10	1	6	--	--	2	--	3	--	--	--
Virginia Highlands	--	--	--	--	--	--	1	1	--	3	--	--	--	--	--
Virginia Western	--	--	--	--	--	8	10	--	1	13	--	2	--	--	--
Wytheville	--	--	--	--	--	12	1	--	--	14	--	--	--	--	--
All Community Col.	6	17	1	--	12	46	89	3	1	74	3	24	1	2	1
All Institutions	17	50	9	8	88	68	711	92	14	337	48	116	8	3	4

13. (CONTINUED)

Institution	Institution Awarding Highest Degree													
	Hampton Institute	Hollins	Lynchburg College	Mary Baldwin	Randolph-Macon	R.Mac. Wom.Col.	Roanoke College	St. Paul's College	U. of Richmond	Washington and Lee	All Other Va. Inst.	All Out-of-State Institutions	No Degree Held	Total
4-Yr. Col. & Univ.:														
C. Newport of W&M	1	--	--	--	--	--	--	--	--	1	--	68	--	102
Cl. Valley of U.Va.	--	--	--	--	--	--	--	--	--	--	--	46	--	58
Geo.Mason of U.Va.	--	--	--	--	--	--	--	--	--	--	--	142	--	153
Longwood	--	--	--	--	--	--	--	--	--	--	--	112	--	154
Madison	--	--	1	--	--	--	--	--	1	2	1	198	--	264
Mary Wash. of U.Va.	--	--	--	--	--	--	1	--	--	--	--	135	5	165
Norfolk State	25	--	--	--	--	--	--	1	--	--	--	265	6	315
Old Dominion U.	2	--	--	--	--	--	--	--	4	1	1	411	5	553
Radford	--	--	--	--	--	--	--	--	--	--	--	205	1	248
U. Va.	1	--	1	1	--	2	--	--	8	3	2	1,185	34	1,587
VCU	2	--	2	--	2	1	--	--	62	1	3	886	26	1,197
VMI	--	--	--	--	--	--	--	--	--	--	1	90	--	116
VPI & SU	--	--	--	1	--	1	4	--	2	1	1	840	--	1,042
Virginia State	--	--	--	--	--	--	--	1	4	--	--	182	--	229
William and Mary	--	--	1	--	--	--	--	--	3	--	1	354	--	434
All 4-Yr. Col. & Univ.	31	--	5	2	2	4	5	2	84	9	10	5,119	77	6,617
2-Yr. Branch Col.:														
E. Shore of U. Va.	--	--	--	--	--	--	1	--	--	--	--	11	1	19
Pat. Henry of U.Va.	--	--	--	--	--	--	--	--	1	--	--	19	--	25
R. Bland of W&M	--	--	1	--	--	--	--	--	3	1	1	23	2	46
All 2-Yr. Branch Col.	--	--	1	--	--	--	1	--	4	1	1	53	3	90
Community Col.:														
Blue Ridge	--	--	--	--	--	--	--	--	--	--	--	35	11	65
Central Virginia	--	--	2	--	--	--	--	--	--	--	2	46	5	78
Dabney S. Lancaster	--	--	--	--	--	--	--	--	--	--	--	17	1	31
Danville	--	--	1	--	--	--	--	--	3	--	12	41	6	85
Germanna	--	--	--	--	--	--	--	--	--	--	--	19	--	30
John Tyler	--	--	--	--	--	--	--	--	10	--	2	65	5	95
Lord Fairfax	--	--	--	--	--	--	--	--	1	--	--	17	1	33
New River	--	--	--	--	--	--	--	--	1	--	--	8	15	39
Northern Virginia	2	--	--	--	--	--	--	--	2	1	1	438	8	476
Southside Virginia	1	--	--	--	--	--	--	--	1	--	--	11	2	24
Southwest Virginia	--	--	--	--	--	--	--	--	--	--	--	37	3	51
Thomas Nelson	5	--	--	--	--	--	--	--	4	--	--	52	2	81
Tidewater	--	--	--	--	--	--	--	--	1	--	2	55	8	88
Virginia Highlands	--	--	--	--	--	--	--	--	--	--	--	22	10	37
Virginia Western	--	1	3	--	--	--	5	--	3	2	2	69	4	123
Wytheville	--	--	--	--	--	--	--	--	1	--	--	37	--	65
All Community Col.	8	1	6	--	--	--	5	--	27	3	21	969	81	1,401
All Institutions	39	1	12	2	2	4	11	2	115	13	32	6,141	161	8,108

INSTITUTIONS FROM WHICH FACULTY MEMBERS OBTAINED THEIR HIGHEST DEGREE

Information about sources of faculty supply (whether from an institution's own graduates, other Virginia institutions, or institutions outside Virginia) is quite helpful in planning to meet additional faculty requirements. The degree to which an institution relies on its own graduates as a source of faculty supply relates to the question of excessive "educational inbreeding", which is closely observed in many quarters even though there is no general agreement as to what constitutes excessiveness. The degree to which reliance is placed on other Virginia institutions for faculty manpower raises the question as to whether or not Virginia institutions are doing an adequate job of producing graduate degrees in order that a substantial part of Virginia faculty manpower requirements might be supplied from within Virginia. The extent to which graduates of institutions in other states are attracted to employment in Virginia colleges and universities relates to the question of adequacy of salaries and institutional reputation.

At Virginia state-controlled institutions, 24.3 per cent of the faculty members hold their highest degree from Virginia institutions. Among Virginia institutions, the University of Virginia is the highest producer of college faculties, producing 8.8 per cent of the total. The next highest producer is Virginia Polytechnic Institute with 4.2 per cent, followed by The College of William and Mary with 1.4 per cent. Among the private institutions, the University of Richmond is by far the highest producer of faculties for the state-controlled institutions, producing 1.4 per cent of the highest degrees held by faculty members.

As is also indicated by the data in Table 13, out-of-state institutions produce a majority, 75.7 per cent, of the highest degrees held by faculty members at Virginia's state-controlled institutions.

SECTION 2 / FACULTY AND STAFF REMUNERATION 1970-1971

14. FACULTY ENGAGED EXCLUSIVELY IN TEACHING AND / OR RESEARCH

Institution	Professor		Assoc. Professor		Assistant Professor		Instructor		Lecturer		Teach. Assist.		Other		Total		Source of Funds (Avg.)					
																	State Funds		Other Funds		Total	
	No. FT	Avg. Salary	No. FT	Avg. Salary	No. FT	Avg. Salary	No. FT	Avg. Salary	No. FT	Avg. Salary	No. FT	Avg. Salary	No. FT	Avg. Salary	No. FT	Avg. Salary	Amount	%	Amount	%	Amount	%
4-Yr. Col. & Univ.:																						
C. Newport of W&M	3	14,100	7	11,857	27	10,374	18	9,200	2	10,175	--	--	1	8,750	58	10,347	10,285	99.4	62	.6	10,347	100.0
Cl. Valley of U.Va.	7	14,600	9	12,500	17	10,235	10	8,650	1	10,000	--	--	--	--	44	11,027	10,564	95.8	463	4.2	11,027	100.0
Geo. Mason of U.Va	2	14,350	18	12,028	58	10,531	24	8,450	--	--	--	--	--	--	102	10,380	10,380	100.0	--	--	10,380	100.0
Longwood	22	14,685	44	12,276	61	10,297	18	8,554	--	--	--	--	--	--	145	11,347	11,274	99.4	73	.6	11,347	100.0
Madison	32	14,688	44	12,143	92	10,336	8	9,550	4	10,200	--	--	2	8,200	182	11,477	11,432	99.6	45	.4	11,477	100.0
Mary Wash. of U.Va.	38	14,405	34	11,841	47	9,949	25	8,712	--	--	1	7,700	2	8,000	147	11,286	11,286	100.0	--	--	11,286	100.0
Norfolk State	22	15,677	45	12,732	47	10,901	58	8,772	--	--	--	--	1	1,122	173	11,214	10,518	93.8	696	6.2	11,214	100.0
Old Dominion U.	48	14,590	72	12,483	122	10,623	72	8,088	1	10,000	--	--	5	9,220	320	11,042	10,585	95.9	457	4.1	11,042	100.0
Radford	30	14,427	49	12,054	87	10,078	53	8,239	--	--	--	--	--	--	219	10,671	10,671	100.0	--	--	10,671	100.0
U. Va.	41	22,451	36	15,680	45	12,326	13	9,442	6	10,639	--	--	4	8,831	145	15,597	14,081	90.3	1,516	9.7	15,597	100.0
VCU	82	20,957	157	16,535	316	12,487	203	8,698	1	3,000	--	--	6	6,158	765	13,158	11,975	91.0	1,183	9.0	13,158	100.0
VMI	37	14,898	9	12,778	38	10,979	15	8,773	6	10,383	--	--	1	11,600	106	12,160	11,756	96.7	404	3.3	12,160	100.0
VPI&SU	165	16,765	222	13,858	300	12,060	102	8,690	--	--	4	4,967	--	--	793	13,073	13,073	100.0	--	--	13,073	100.0
Virginia State	6	13,633	41	11,800	68	9,964	29	8,329	--	--	--	--	--	--	144	10,310	10,278	99.7	32	.3	10,310	100.0
William and Mary	43	16,407	75	13,231	107	11,146	27	8,507	2	9,500	--	--	--	--	254	12,359	11,864	96.0	495	4.0	12,359	100.0
All 4-Yr. Col. & Univ.	578	16,843	862	13,665	1432	11,315	675	8,605	23	9,969	5	5,514	22	7,829	3597	12,220	11,773	96.3	447	3.7	12,220	100.0
2-Yr. Branch Col.:																						
E. Shore of U.Va.	--	--	--	--	5	9,360	2	8,650	--	--	--	--	--	--	7	9,157	9,157	100.0	--	--	9,157	100.0
Pat. Henry of U.Va.	--	--	1	10,600	7	9,500	1	8,500	--	--	--	--	--	--	9	9,511	9,511	100.0	--	--	9,511	100.0
R. Bland of W&M	--	--	2	10,850	17	9,283	13	8,173	--	--	--	--	--	--	32	8,930	8,930	100.0	--	--	8,930	100.0
All 2-Yr. Branch Col.	--	--	3	10,767	29	9,349	16	8,253	--	--	--	--	--	--	48	9,072	9,072	100.0	--	--	9,072	100.0
Community Col.:																						
Blue Ridge	--	--	1	12,900	19	10,124	19	8,445	--	--	--	--	--	--	39	9,377	9,377	100.0	--	--	9,377	100.0
Central Virginia	1	13,176	3	11,250	14	9,843	30	7,980	--	--	2	5,769	--	--	50	8,713	8,713	100.0	--	--	8,713	100.0
Dabney S. Lancaster	1	13,098	--	--	4	10,762	13	8,372	--	--	--	--	--	--	18	9,165	9,165	100.0	--	--	9,165	100.0
Danville	--	--	2	12,300	21	9,533	33	8,024	--	--	--	--	2	7,250	58	8,691	8,691	100.0	--	--	8,691	100.0
Germanna	--	--	1	12,300	13	9,700	14	8,629	--	--	--	--	--	--	28	9,257	9,257	100.0	--	--	9,257	100.0
John Tyler	--	--	3	10,656	14	9,697	45	8,195	--	--	--	--	--	--	62	8,653	8,653	100.0	--	--	8,653	100.0
Lord Fairfax	--	--	3	10,834	4	9,575	17	8,091	--	--	--	--	--	--	24	8,681	8,681	100.0	--	--	8,681	100.0
New River	--	--	4	10,859	5	9,605	18	8,136	--	--	--	--	--	--	27	8,811	8,811	100.0	--	--	8,811	100.0
Northern Virginia	4	13,982	18	12,342	76	10,241	93	8,203	1	6,300	--	--	--	--	192	9,508	9,508	100.0	--	--	9,508	100.0
Southside Virginia	--	--	1	10,377	3	9,667	4	7,875	--	--	--	--	1	6,000	9	8,542	8,542	100.0	--	--	8,542	100.0
Southwest Virginia	--	--	3	10,583	15	9,805	13	8,652	--	--	--	--	--	--	31	9,397	9,397	100.0	--	--	9,397	100.0
Thomas Nelson	--	--	3	11,786	26	9,788	25	8,308	13	2,079	--	--	1	7,500	68	7,825	7,825	100.0	--	--	7,825	100.0
Tidewater	--	--	6	14,085	24	11,998	34	9,580	--	--	--	--	--	--	64	10,909	10,909	100.0	--	--	10,909	100.0
Virginia Highlands	--	--	--	--	5	9,788	18	8,699	--	--	--	--	--	--	23	8,936	8,936	100.0	--	--	8,936	100.0
Virginia Western	4	13,754	13	11,464	38	10,125	43	8,559	--	--	--	--	1	7,380	99	9,739	9,739	100.0	--	--	9,739	100.0
Wytheville	--	--	2	9,843	9	9,904	23	8,641	--	--	--	--	--	--	34	9,046	7,980	88.2	1,066	11.8	9,046	100.0
All Community Col.	10	13,722	63	11,815	290	10,141	442	8,395	14	2,381	2	5,769	5	7,076	826	9,217	9,173	99.5	44	0.5	9,217	100.0
All Institutions	588	16,790	928	13,530	1751	11,088	1133	8,518	37	7,098	7	5,587	27	7,690	4471	11,631	11,263	96.8	368	3.2	11,631	100.0

15. FACULTY ENGAGED EXCLUSIVELY IN TEACHING AND / OR RESEARCH PLUS THOSE ENGAGED IN TEACHING AND / OR RESEARCH AND SOME OTHER ACTIVITY

Institution	Professor		Assoc. Professor		Assistant Professor		Instructor		Lecturer		Teach. Assist.		Other		Total		Source of Funds (Avg.)					
																	State Funds		Other Funds		Total	
	No. FT	Avg. Salary	No. FT	Avg. Salary	No. FT	Avg. Salary	No. FT	Avg. Salary	No. FT	Avg. Salary	No. FT	Avg. Salary	No. FT	Avg. Salary	No. FT	Avg. Salary	Amount	%	Amount	%	Amount	%
4-Yr. Col. & Univ.:																						
C. Newport of W&M	3	14,100	9	12,370	33	10,675	18	9,200	2	10,175	--	--	1	8,750	66	10,615	10,542	99.3	73	.7	10,615	100.0
Cl. Valley of U.Va.	8	14,996	13	12,524	19	10,411	10	8,650	1	10,000	--	--	--	--	51	11,315	10,915	96.5	400	3.5	11,315	100.0
Geo. Mason of U.Va	11	15,400	21	12,119	64	10,500	25	8,460	--	--	--	--	--	--	121	10,805	10,805	100.0	--	--	10,805	100.0
Longwood	25	15,077	45	12,254	63	10,421	18	8,554	--	--	--	--	--	--	151	11,515	11,445	99.4	70	.6	11,515	100.0
Madison	56	15,245	50	12,217	108	10,333	9	9,500	5	10,740	--	--	3	8,200	231	11,880	11,845	99.7	35	.3	11,880	100.0
Mary Wash. of U.Va.	39	14,403	37	11,930	47	9,949	26	8,640	--	--	1	7,700	2	8,000	152	11,309	11,309	100.0	--	--	11,309	100.0
Norfolk State	52	16,082	61	12,811	64	11,084	70	8,875	--	--	--	--	7	7,556	254	11,816	11,119	94.1	697	5.9	11,816	100.0
Old Dominion U.	84	15,192	95	12,673	141	10,589	74	8,079	1	10,000	--	--	11	9,450	406	11,539	11,142	96.6	397	3.4	11,539	100.0
Radford	47	14,390	52	12,124	92	10,084	55	8,246	--	--	--	--	--	--	246	10,927	10,927	100.0	--	--	10,927	100.0
U. Va.	199	21,664	182	15,171	263	12,186	34	8,801	20	12,519	--	--	10	11,303	708	15,452	13,854	89.7	1,598	10.3	15,452	100.0
VCU	138	20,567	194	16,103	378	12,449	217	8,729	1	3,000	--	--	7	8,621	935	13,503	12,381	91.7	1,122	8.3	13,503	100.0
VMI	39	14,907	12	12,800	38	10,979	15	8,773	6	10,383	--	--	1	11,600	111	12,231	11,846	96.9	385	3.1	12,231	100.0
VPI&SU	210	17,250	232	13,946	304	12,055	104	8,742	--	--	4	4,967	--	--	854	13,410	13,410	100.0	--	--	13,410	100.0
Virginia State	33	15,672	59	12,054	85	10,062	38	8,542	--	--	--	--	--	--	215	11,201	11,092	99.0	109	1.0	11,201	100.0
William and Mary	81	17,017	93	13,381	119	11,154	35	8,886	5	9,110	--	--	--	--	333	12,933	12,265	94.8	668	5.2	12,933	100.0
All 4-Yr. Col. & Univ.	1025	17,719	1155	13,834	1818	11,423	748	8,650	41	11,104	5	5,514	42	9,314	4834	12,878	12,288	95.4	590	4.6	12,878	100.0
2-Yr. Branch Col.:																						
E. Shore of U.Va.	--	--	1	13,570	8	9,150	5	7,660	2	10,850	--	--	--	--	16	9,173	8,211	89.5	962	10.5	9,173	100.0
Pat. Henry of U.Va.	1	17,248	1	10,600	11	10,479	1	8,500	--	--	--	--	--	--	14	10,830	10,830	100.0	--	--	10,830	100.0
R. Bland of W&M	1	11,660	2	10,850	20	9,394	14	8,271	--	--	--	--	--	--	37	9,109	9,109	100.0	--	--	9,109	100.0
All 2-Yr. Branch Col.	2	14,454	4	11,468	39	9,650	20	8,130	2	10,850	--	--	--	--	67	9,484	9,254	97.6	230	2.4	9,484	100.0
Community Col.:																						
Blue Ridge	1	12,207	2	11,123	19	10,124	20	8,391	--	--	--	--	--	--	42	9,396	9,396	100.0	--	--	9,396	100.0
Central Virginia	1	13,176	4	11,573	17	9,979	33	8,020	--	--	2	5,769	--	--	57	8,865	8,865	100.0	--	--	8,865	100.0
Dabney S. Lancaster	1	13,098	--	--	8	10,505	15	8,405	--	--	--	--	--	--	24	9,301	9,301	100.0	--	--	9,301	100.0
Danville	--	--	5	11,865	24	9,614	35	7,988	--	--	--	--	2	7,250	66	8,850	8,850	100.0	--	--	8,850	100.0
Germanna	--	--	2	11,400	14	9,677	14	8,629	--	--	--	--	--	--	30	9,303	9,303	100.0	--	--	9,303	100.0
John Tyler	--	--	3	10,656	19	9,613	49	8,229	--	--	--	--	--	--	71	8,702	8,583	98.6	119	1.4	8,702	100.0
Lord Fairfax	--	--	3	10,834	4	9,575	19	8,070	--	--	--	--	--	--	26	8,620	8,620	100.0	--	--	8,620	100.0
New River	--	--	4	10,859	6	9,794	18	8,136	--	--	--	--	--	--	28	8,880	8,880	100.0	--	--	8,880	100.0
Northern Virginia	7	13,823	37	12,299	93	10,315	104	8,211	1	6,300	--	--	--	--	242	9,799	9,799	100.0	--	--	9,799	100.0
Southside Virginia	2	13,500	2	10,733	7	9,987	6	7,875	--	--	--	--	1	6,000	18	9,535	9,535	100.0	--	--	9,535	100.0
Southwest Virginia	--	--	5	10,580	15	9,805	15	8,541	--	--	--	--	--	--	35	9,374	9,374	100.0	--	--	9,374	100.0
Thomas Nelson	1	12,936	3	11,786	34	10,015	29	8,394	13	2,079	--	--	1	7,500	81	8,231	8,231	100.0	--	--	8,231	100.0
Tidewater	--	--	7	13,841	24	11,998	34	9,580	--	--	--	--	--	--	65	10,932	10,932	100.0	--	--	10,932	100.0
Virginia Highlands	--	--	--	--	7	9,782	19	8,703	--	--	--	--	--	--	26	8,994	8,994	100.0	--	--	8,994	100.0
Virginia Western	4	13,754	14	14,096	39	10,733	43	8,559	--	--	--	--	1	7,380	101	10,360	10,360	100.0	--	--	10,360	100.0
Wytheville	1	13,368	4	10,854	17	9,866	23	8,641	--	--	--	--	--	--	45	9,405	8,600	91.4	805	8.6	9,405	100.0
All Community Col.	18	13,531	95	12,221	347	10,235	476	8,388	14	2,381	2	5,769	5	7,076	957	9,434	9,388	99.5	46	.5	9,434	100.0
All Institutions	1045	17,640	1254	13,704	2204	11,205	1244	8,541	57	8,953	7	5,587	47	9,075	5858	12,276	11,779	96.0	497	4.0	12,276	100.0

AVERAGE NINE-MONTH FULL-TIME TEACHING AND RESEARCH SALARIES

Tables 14 and 15 present nine-month full-time salaries for faculty engaged in teaching, research, and other activities. Faculty employed on a twelve-month basis were equated to the nine-month basis prior to being included in the data. Table 14 shows only those faculty members engaged exclusively in teaching and/or research. Table 15 includes all those faculty presented in Table 14 plus certain additional faculty members engaged in other activities such as academic and general administration. In both tables, however, part-time faculty and certain administrative personnel holding faculty rank but not engaged at least part-time in teaching or research are not included.

16. RESIDENT TEACHING SALARIES

Institution	Professor		Associate Professor		Assistant Professor		Instructor		Lecturer		Teaching Assistant		Other		Total	
	No. FTE	Avg. Salary	No. FTE	Avg. Salary	No. FTE	Avg. Salary	No. FTE	Avg. Salary	No. FTE	Avg. Salary	No. FTE	Avg. Salary	No. FTE	Avg. Salary	No. FTE	Avg. Salary
4-Yr. Col. & Univ.:																
C. Newport of W&M	3.25	13,015	9.33	11,031	34.91	9,531	21.13	8,140	10.25	6,239	--	--	1.00	8,750	79.87	9,048
Cl. Valley of U.Va.	7.25	14,709	10.00	12,409	19.50	10,305	10.00	8,650	1.75	9,242	--	--	--	--	48.50	11,018
Geo. Mason of U.Va.	6.25	15,232	19.25	12,052	60.25	10,520	25.74	8,457	13.47	9,504	--	--	--	--	124.96	10,457
Longwood	23.58	14,182	45.67	11,945	63.92	10,110	18.25	8,437	--	--	--	--	--	--	151.42	11,096
Madison	44.21	15,029	45.97	12,064	105.63	10,363	9.17	9,493	6.67	10,109	4.00	10,800	2.65	8,200	218.30	11,604
Mary Wash. of U.Va.	39.00	14,351	34.75	11,865	49.75	9,961	26.63	8,688	1.00	11,900	1.00	7,700	2.00	8,000	154.13	11,254
Norfolk State	38.10	15,866	55.00	12,671	60.40	10,850	64.18	8,800	--	--	--	--	19.82	5,031	237.50	11,037
Old Dominion U.	63.50	14,996	78.40	12,419	126.51	10,380	73.17	7,931	42.96	5,135	5.66	4,788	9.41	9,488	399.61	10,401
Radford	38.83	14,402	51.25	12,108	90.00	10,081	54.55	8,244	--	--	--	--	--	--	234.63	10,812
U. Va.	112.46	21,989	103.48	15,135	168.97	11,812	25.17	8,040	16.23	11,280	43.98	11,590	7.87	11,472	478.16	14,682
VCU	99.12	19,502	149.19	15,698	320.46	12,268	280.94	7 888	.25	18,800	4.52	4,838	5.00	3,789	859.48	12,179
VMI	38.03	15,136	10.63	12,731	38.75	11,152	15.50	9,019	6.00	10.383	--	--	1.00	11,600	109.91	12,345
VPI&SU	128.30	17,974	166.79	14,442	227.77	12,467	86.43	9,121	--	--	83.35	6,481	--	--	692.64	12,825
Virginia State	21.73	15,060	51.90	11,928	77.68	9,912	34.38	8,546	--	--	--	--	--	--	185.69	10,825
William and Mary	60.94	16,025	85.68	12,466	112.86	10,651	33.98	8,268	7.73	9,632	.75	10,800	--	--	301.94	11,957
All 4-Yr. Col. & Univ.	724.55	17,266	917.29	13,520	1,557.36	11,205	779.22	8,296	106.31	7,829	143.26	8,082	48.58	7,252	4,276.57	11,965
2-Yr. Branch Col.:																
E. Shore of U.Va.	--	--	.25	13,568	6.75	9,093	2.75	8,446	1.75	10,114	--	--	--	--	11.50	9,191
Pat. Henry of U.Va.	.25	12,496	1.00	10,600	8.75	9,849	3.50	6,971	--	--	--	--	--	--	13.50	9,208
R. Bland of W&M	.20	11,660	2.25	9,644	17.85	9,178	14.70	7,515	1.91	4,215	.50	8,000	--	--	37.41	8,297
All 2-Yr. Branch Col.	.45	12,124	3.50	10,198	33.35	9,337	20.95	7,546	3.66	7,036	.50	8,000	--	--	62.41	8,658
Community Col.:																
Blue Ridge	.10	12,210	1.18	12,358	19.00	10,124	20.00	8,377	5.70	4,966	.25	--a	--	--	46.23	8,739
Central Virginia	1.00	13,176	3.27	11,357	15.62	9,922	31.56	8,000	7.20	6,492	2.00	5,769	--	--	60.65	8,509
Dabney S. Lancaster	1.00	13,098	--	--	7.20	10,535	14.30	8,425	1.20	5,550	--	--	--	--	23.70	9,118
Danville	--	--	3.30	12,035	22.80	9,618	33.40	8,014	5.50	6,663	--	--	2.00	7,250	67.00	8,624
Germanna	--	--	1.50	11,700	13.50	9,688	14.00	8,629	--	--	--	--	--	--	29.00	9,281
John Tyler	--	--	3.00	10,656	14.73	9,670	45.41	8,199	4.85	5,855	--	--	--	--	67.99	8,459
Lord Fairfax	--	--	3.00	10,834	4.00	9,575	17.03	8,091	2.16	5,500	--	--	--	--	26.19	8,418
New River	--	--	4.00	10,859	5.34	9,663	18.50	8,105	3.99	5,789	--	--	--	--	31.83	8,422
Northern Virginia	5.40	13,921	26.20	12,244	85.40	10,279	95.60	8,205	71.45	6,329	--	--	--	--	284.05	8,838
Southside Virginia	.33	10,636	1.75	10,999	5.46	9,699	4.41	7,741	1.61	3,820	--	--	1.50	6,000	15.06	8,300
Southwest Virginia	--	--	3.65	10,578	15.00	9,805	13.80	8,604	3.60	4,771	--	--	--	--	36.05	8,921
Thomas Nelson	.40	12,938	3.00	11,786	31.17	9,956	26.30	8,587	13.00	2,079	--	--	1.00	7,500	74.87	8,164
Tidewater	--	--	6.05	14,070	24.00	11,998	34.00	9,580	8.65	6,292	.50	4,680	--	--	73.20	10,322
Virginia Highlands	--	--	--	--	5.60	9,781	18.10	8,700	4.15	6,841	--	--	--	--	27.85	8,640
Virginia Western	4.00	13,754	14.00	11,972	38.25	10,280	45.66	8,590	4.25	7,193	--	--	1.00	7,380	107.16	9,761
Wytheville	.80	13,369	3.60	10,742	12.60	10,098	23.20	8,616	4.39	5,539	--	--	--	--	44.59	8,989
All Community Col.	13.03	13,589	77.50	11,901	319.67	10,188	455.27	8,401	141.70	5,801	2.75	5,047	5.50	6,978	1,015.42	8,918
All Institutions	738.03	17,198	998.29	13,403	1,910.38	11,004	1,255.44	8,322	251.67	6,676	146.51	8,025	54.08	7,224	5,354.40	11,353

17. RESEARCH SALARIES

Institution	Professor		Associate Professor		Assistant Professor		Instructor		Lecturer		Teaching Assistant		Other		Total	
	No. FTE	Avg. Salary	No. FTE	Avg. Salary	No. FTE	Avg. Salary	No. FTE	Avg. Salary	No. FTE	Avg. Salary	No. FTE	Avg. Salary	No. FTE	Avg. Salary	No. FTE	Avg. Salary
4-Yr. Col. & Univ.:																
C. Newport of W&M	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Cl. Valley of U.Va.	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Geo. Mason of U.Va.	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Longwood	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Madison	2.49	14,988	1.87	12,087	1.32	10,303	--	--	--	--	--	--	--	--	5.68	12,944
Mary Wash. of U.Va.	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Norfolk State	1.70	16,006	.95	12,947	.80	11,250	2.85	8,768	--	--	--	--	--	--	6.30	11,667
Old Dominion U.	9.17	15,190	8.67	13,372	8.32	11,547	1.00	7,798	--	--	--	--	--	--	27.16	13,222
Radford	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
U. Va.	34.06	22,615	38.16	15,331	49.87	12,693	5.52	7,094	3.24	10,588	--	--	26.27	12,251	157.12	15,170
VCU	18.87	23,006	31.53	18,383	40.24	13,719	5.90	12,524	1.00	3,000	--	--	1.00	18,000	98.54	16,853
VMI	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
VPI&SU	57.23	15,695	44.58	12,692	62.79	10,789	21.70	8,359	--	--	4.40	5,530	--	--	190.70	12,308
Virginia State	.75	18,120	2.25	13,399	--	--	--	--	--	--	--	--	--	--	3.00	14,579
William and Mary	5.43	18,830	3.73	13,692	4.74	11,130	--	--	--	--	--	--	--	--	13.90	14,826
All 4-Yr. Col. & Univ.	129.70	18,676	131.74	14,897	168.08	12,101	36.97	8,851	4.24	8,799	4.40	5,530	27.27	12,462	502.40	14,226
2-Yr. Branch Col.:																
E. Shore of U.Va.	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Pat. Henry of U.Va.	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
R. Bland of W&M	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
All 2-Yr. Branch Col.	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Community Col.:																
Blue Ridge	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Central Virginia	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Dabney S. Lancaster	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Danville	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Germanna	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
John Tyler	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Lord Fairfax	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
New River	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Northern Virginia	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Southside Virginia	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Southwest Virginia	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Thomas Nelson	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Tidewater	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Virginia Highlands	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Virginia Western	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Wytheville	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
All Community Col.	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
All Institutions	129.70	18,676	131.74	14,897	168.08	12,101	36.97	8,851	4.24	8,799	4.40	5,530	27.27	12,462	502.40	14,226

a Intern from University of Virginia, not compensated by Blue Ridge Community College.

AVERAGE NINE-MONTH FULL-TIME-EQUIVALENT RESIDENT TEACHING, RESEARCH, AND EXTENSION TEACHING SALARIES

The statistic of full-time-equivalent (FTE) faculty members has been utilized in Tables 16 through 19 of this study to provide a common basis of comparison of the nine-month salaries of full-time and part-time faculty members. Part-time faculty were included in the summaries of FTE faculty at a percentage of full time as reported by the respective institutions.

An FTE analysis of faculty salaries by rank has become essential in college and university planning because of its importance in developing effective institutional budgets. Of greater importance, however, are analyses of FTE faculty salaries by subject field. The State Council publication, The Volume and Cost of Instructional Services at Virginia's Colleges, presents studies of salaries within subject fields.

RESIDENT TEACHING SALARIES

Table 16 presents the average nine-month FTE resident teaching salaries by rank for the 1970-71 term.

RESEARCH SALARIES

The FTE research data in Table 17 for the University of Virginia and Virginia Polytechnic Institute and State University warrant some special consideration when compared to data for other institutions. Research as reported by the University of Virginia included only that part of each faculty member's time which is devoted to sponsored research activities. Therefore, it is possible that some research time is included in the resident teaching data for that institution. Data for VPI and SU's research faculty are not complete since they do not include that institution's separately organized Research Division.

18. EXTENSION TEACHING SALARIES

Institution	Professor		Associate Professor		Assistant Professor		Instructor		Lecturer		Teaching Assistant		Other		Total	
	No. FTE	Avg. Salary	No. FTE	Avg. Salary	No. FTE	Avg. Salary	No. FTE	Avg. Salary	No. FTE	Avg. Salary	No. FTE	Avg. Salary	No. FTE	Avg. Salary	No. FTE	Avg. Salary
4-Yr. Col. & Univ.:																
C. Newport of W&M	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Cl. Valley of U.Va.	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Geo. Mason of U.Va.	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Longwood	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Madison	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Mary Wash. of U.Va.	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Norfolk State	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Old Dominion U.	1.00	12,498	.58	5,345	2.00	5,325	1.50	4,693	7.83	4,080	--	--	--	--	12.91	5,053
Radford	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
U. Va.	1.40	10,571	3.20	6,721	6.45	6,438	144.75	6,332	.50	6,400	1.50	3,828	5.50	3,895	163.30	6,275
VCU	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
VMI	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
VPI&SU	12.51	13,497	16.86	12,109	13.84	10,850	2.60	8,843	--	--	1.00	4,500	--	--	46.81	11,764
Virginia State	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
William and Mary	.25	18,720	1.91	6,047	1.83	5,820	20.25	5,793	--	--	--	--	--	--	24.24	5,948
All 4-Yr. Col. & Univ.	15.16	13,247	22.55	10,657	24.12	8,830	169.10	6,292	8.33	4,220	2.50	4,097	5.50	3,895	247.26	7,219
2-Yr. Branch Col.:																
E. Shore of U.Va.	--	--	--	--	--	--	--	--	.25	8,000	--	--	--	--	.25	8,000
Pat. Henry of U.Va.	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
R. Bland of W&M	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
All 2-Yr. Branch Col.	--	--	--	--	--	--	--	--	.25	8,000	--	--	--	--	.25	8,000
Community Col.:																
Blue Ridge	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Central Virginia	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Dabney S. Lancaster	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Danville	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Germanna	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
John Tyler	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Lord Fairfax	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
New River	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Northern Virginia	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Southside Virginia	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Southwest Virginia	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Thomas Nelson	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Tidewater	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Virginia Highlands	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Virginia Western	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Wytheville	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
All Community Col.	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
All Institutions	15.16	13,247	22.55	10,657	24.12	8,830	169.10	6,292	3.58	4,330	2.50	4,097	5.50	3,895	247.51	7,220

19. TOTAL RESIDENT TEACHING, RESEARCH, AND EXTENSION TEACHING SALARIES

Institution	Professor		Associate Professor		Assistant Professor		Instructor		Lecturer		Teaching Assistant		Other		Total	
	No. FTE	Avg. Salary	No. FTE	Avg. Salary	No. FTE	Avg. Salary	No. FTE	Avg. Salary	No. FTE	Avg. Salary	No. FTE	Avg. Salary	No. FTE	Avg. Salary	No. FTE	Avg. Salary
4-Yr. Col. & Univ.:																
C. Newport of W&M	3.25	13,015	9.33	11,031	34.91	9,531	21.13	8,140	10.25	6,239	--	--	1.00	8,750	79.87	9,048
Cl. Valley of U.Va.	7.25	14,709	10.00	12,409	19.50	10,305	10.00	8,650	1.75	9,242	--	--	--	--	48.50	11,018
Geo. Mason of U.Va.	6.25	15,232	19.25	12,052	60.25	10,520	25.74	8,457	13.47	9,504	--	--	--	--	124.96	10,457
Longwood	23.58	14,182	45.67	11,945	63.92	10,110	18.25	8,437	--	--	--	--	--	--	151.42	11,096
Madison	46.70	15,027	47.84	12,065	106.95	10,363	9.17	9,493	6.67	10,109	4.00	10,800	2.65	8,200	223.98	11,638
Mary Wash. of U.Va.	39.00	14,351	34.75	11,865	49.75	9,961	26.63	8,688	1.00	11,900	1.00	7,700	2.00	8,000	154.13	11,254
Norfolk State	39.80	15,872	55.95	12,676	61.20	10,856	67.03	8,798	--	--	--	--	19.82	5,031	243.80	11,053
Old Dominion U.	73.67	14,986	87.65	12,467	136.83	10,377	75.67	7,865	50.79	4,973	5.66	4,788	9.41	9,488	439.68	10,418
Radford	38.83	14,402	51.25	12,108	90.00	10,081	54.55	8,244	--	--	--	--	--	--	234.63	10,812
U. Va.	147.92	22,025	144.84	15,001	225.29	11,853	175.44	6,601	19.97	11,046	45.48	11,334	39.47	10,882	798.41	13,057
VCU	117.99	20,063	180.72	16,166	360.70	12,430	286.84	7,983	1.25	5,760	4.52	4,838	6.00	6,158	958.02	12,659
VMI	38.03	15,136	10.63	12,731	38.75	11,152	15.50	9,019	6.00	10,383	--	--	1.00	11,600	109.91	12,345
VPI&SU	198.04	17,032	228.23	13,928	304.40	12,047	110.73	8,965	--	--	88.75	6,411	--	--	930.15	12,665
Virginia State	22.48	15,162	54.15	11,989	77.68	9,912	34.38	8,546	--	--	--	--	--	--	188.69	10,885
William and Mary	66.62	16,264	91.32	12,382	119.43	10,596	54.23	7,343	7.73	9,652	.75	10,800	--	--	340.08	11,646
All 4-Yr. Col. & Univ.	869.41	17,406	1,071.58	13,629	1,749.56	11,259	985.29	7,973	118.88	7,610	150.16	7,941	81.35	8,771	5,026.23	11,957
2-Yr. Branch Col.:																
E. Shore of U.Va.	--	--	.25	13,568	6.75	9,093	2.75	8,446	2.00	9,850	--	--	--	--	11.75	9,165
Pat. Henry of U.Va.	.25	12,496	1.00	10,600	8.75	9,849	3.50	6,971	--	--	--	--	--	--	13.50	9,208
R. Bland of W&M	.20	11,660	2.25	9,644	17.85	9,178	14.70	7,515	1.91	4,215	.50	8,000	--	--	37.41	8,297
All 2-Yr. Branch Col.	.45	12,124	3.50	10,198	33.35	9,337	20.95	7,546	3.91	7,097	.50	8,000	--	--	62.66	8,656
Community Col.:																
Blue Ridge	.10	12,210	1.18	12,358	19.00	10,124	20.00	8,377	5.70	4,996	.25	--[a]	--	--	46.23	8,739
Central Virginia	1.00	13,176	3.27	11,357	15.62	9,922	31.56	8,000	7.20	6,492	2.00	5,796	--	--	60.65	8,509
Dabney S. Lancaster	1.00	13,098	--	--	7.20	10,535	14.30	8,425	1.20	5,550	--	--	--	--	23.70	9,118
Danville	--	--	3.30	12,035	22.80	9,618	33.40	8,014	5.50	6,663	--	--	2.00	7,250	67.00	8,624
Germanna	--	--	1.50	11,700	13.50	9,688	14.00	8,629	--	--	--	--	--	--	29.00	9,281
John Tyler	--	--	3.00	10,656	14.73	9,670	45.41	8,199	4.85	5,855	--	--	--	--	67.99	8,459
Lord Fairfax	--	--	3.00	10,834	4.00	9,575	17.03	8,091	2.16	5,500	--	--	--	--	26.19	8,418
New River	--	--	4.00	10,859	5.34	9,663	18.50	8,105	3.99	5,789	--	--	--	--	31.83	8,422
Northern Virginia	5.40	13,921	26.20	12,244	85.40	10,279	95.60	8,205	71.45	6,329	--	--	--	--	284.05	8,838
Southside Virginia	.33	10,636	1.75	10,999	5.46	9,699	4.41	7,741	1.61	3,820	--	--	1.50	6,000	15.06	8,300
Southwest Virginia	--	--	3.65	10,578	15.00	9,805	13.80	8,604	3.60	4,771	--	--	--	--	36.05	8,921
Thomas Nelson	.40	12,938	3.00	11,786	31.17	9,956	26.30	8,587	13.00	2,079	--	--	1.00	7,500	74.87	8,164
Tidewater	--	--	6.05	14,070	24.00	11,998	34.00	9,580	8.65	6,292	.50	4,680	--	--	73.20	10,322
Virginia Highlands	--	--	--	--	5.60	9,781	18.10	8,700	4.15	6,841	--	--	--	--	27.85	8,640
Virginia Western	4.00	13,734	14.00	11,972	38.25	10,280	45.66	8,590	4.25	7,198	--	--	1.00	7,380	107.16	9,761
Wytheville	.80	13,369	3.60	10,742	12.60	10,098	23.20	8,616	4.39	5,539	--	--	--	--	44.59	8,989
All Community Col.	13.03	13,589	77.50	11,901	319.67	10,188	455.27	8,401	141.70	5,801	2.75	5,047	5.50	6,978	1,015.42	8,918
All Institutions	882.89	17,347	1,152.58	13,520	2,102.58	11,067	1,461.51	8,100	264.49	6,633	153.41	7,889	86.85	8,657	6,104.31	11,422

a Intern from University of Virginia not compensated by Blue Ridge Community College.

AVERAGE NINE-MONTH FULL-TIME-EQUIVALENT EXTENSION TEACHING SALARIES

Since many institutions depend on part-time faculty or full-time faculty who receive extra pay for extension teaching, it can be expected that average salaries will be much lower for those faculty in this activity. The average nine-months salary for all faculty in extension teaching is $7,220 which is $4,133 below the same average for FTE resident teaching faculty.

AVERAGE NINE-MONTH FULL-TIME-EQUIVALENT RESIDENT TEACHING, RESEARCH, AND EXTENSION TEACHING SALARIES

This table combines the FTE faculty engaged in resident teaching, research, and extension teaching. The data indicate there were a total of 6,104.31 full-time-equivalent faculty members receiving an average nine-months salary of $11,422 during the 1970-71 term.

SECTION 3 / COMPARATIVE DATA ON FACULTY CHARACTERISTICS AND REMUNERATION, 1966-67 AND 1970-1971

20. COMPARISONS OF PERCENTAGE DISTRIBUTIONS OF ACADEMIC RANK OF FACULTY MEMBERS

Institution	Full-Time Faculty Only										Full-Time and Part-Time Faculty									
	% Professor		% Associate Prof.		% Assistant Prof.		% Instructor		% Other		% Professor		% Associate Prof.		% Assistant Prof.		% Instructor		% Other	
	1966-67	1970-71	1966-67	1970-71	1966-67	1970-71	1966-67	1970-71	1966-67	1970-71	1966-67	1970-71	1966-67	1970-71	1966-67	1970-71	1966-67	1970-71	1966-67	1970-71
4-Yr. Col. & Univ.:																				
C. Newport of W&M	--	4.6	11.5	13.6	46.2	50.0	34.6	27.3	7.7	4.5	--	2.9	7.0	9.8	27.9	36.3	20.9	18.6	44.2	32.4
Cl. Valley of U.Va.	8.3	15.7	25.0	25.5	37.5	37.2	16.7	19.6	12.5	2.0	7.1	13.8	21.4	22.4	39.3	39.7	17.9	17.2	14.3	6.9
Geo. Mason of U.Va.	10.8	9.1	10.8	17.3	40.6	52.9	37.8	20.7	--	--	6.6	7.9	6.6	13.7	26.2	41.8	29.5	18.3	31.1	18.3
Longwood	12.0	16.6	21.3	29.8	38.0	41.7	28.7	11.9	--	--	12.0	16.2	21.3	29.9	38.0	42.2	28.7	11.7	--	--
Madison	22.2	24.2	17.0	21.6	53.0	46.8	6.5	3.9	1.3	3.5	20.6	21.6	16.4	18.9	52.1	43.9	9.1	3.8	1.8	11.8
Mary Wash. of U.Va.	23.9	25.7	23.2	24.3	34.1	30.9	18.8	17.1	--	2.0	22.4	24.9	22.4	22.4	32.0	31.5	22.4	18.2	.8	3.0
Norfolk State	27.3	20.5	20.3	24.0	26.8	25.2	24.4	27.5	1.2	2.8	23.3	16.5	17.0	20.0	22.8	20.3	20.9	22.9	16.0	20.3
Old Dominion U.	20.9	20.7	21.9	23.4	28.4	34.7	21.9	18.2	6.9	3.0	15.9	15.2	16.7	17.2	21.7	25.5	17.0	13.6	28.7	28.5
Radford	19.6	19.1	11.9	21.1	54.8	37.4	13.1	22.4	.6	--	19.5	18.9	11.8	21.0	54.5	37.5	13.6	22.6	.6	--
U. Va.	29.6	28.1	21.8	25.7	30.2	37.2	11.8	4.8	6.6	4.2	14.7	13.2	10.4	11.8	13.9	16.9	36.0	32.7	25.0	25.4
VCU	--[a]	14.8	--[a]	20.7	--[a]	40.4	--[a]	23.2	--[a]	.9	12.5	11.9	12.3	16.3	23.9	31.9	43.7	38.1	7.6	1.8
VMI	31.7	35.2	18.3	10.8	21.2	34.2	24.0	13.5	4.8	6.3	31.5	35.3	17.6	10.3	21.3	34.5	24.1	13.8	5.5	6.1
VPI & SU	28.2	24.6	26.9	27.1	29.6	35.6	15.2	12.2	.1	.5	24.5	20.1	23.4	22.4	26.2	29.4	14.8	11.4	11.1	16.7
Virginia State	20.7	15.4	25.5	27.4	30.9	39.5	21.2	17.7	1.7	--	19.9	15.3	24.5	26.6	29.6	38.4	24.5	19.7	1.5	--
William and Mary	22.4	24.3	23.6	27.9	35.2	35.8	16.8	10.5	2.0	1.5	15.4	18.7	16.2	21.6	25.6	27.9	12.6	26.5	30.2	5.3
All 4-Yr. Col. & Univ.	23.4	21.2	22.1	23.9	33.4	37.6	18.2	15.5	2.9	1.8	17.1	15.9	15.6	17.7	24.8	28.1	27.0	24.0	15.5	14.3
2-Yr. Branch Col.:																				
E. Shore of U.Va.	--	--	--	6.2	64.3	50.0	28.6	31.3	7.1	12.5	--	--	--	5.3	52.9	47.4	35.3	26.3	11.8	21.0
Pat. Henry of U.Va.	9.1	7.1	9.1	7.1	9.1	78.7	63.6	7.1	9.1	--	6.3	4.0	6.3	4.0	6.2	48.0	75.0	44.0	6.2	--
R. Bland of W&M	3.6	2.7	--	5.4	25.0	54.1	64.3	37.8	7.1	--	2.9	2.2	--	4.3	20.6	43.5	53.0	32.6	23.5	17.4
All 2-Yr. Branch Col.	3.8	3.0	1.9	6.0	32.1	58.2	54.7	29.8	7.5	3.0	3.0	2.2	1.5	4.4	25.4	45.6	53.7	34.5	16.4	13.3
Community Col.:																				
Blue Ridge	--	2.4	--	4.8	--	45.2	--	47.6	--	--	--	1.5	--	3.1	--	29.3	--	32.3	--	33.8
Central Virginia	--	1.8	--	7.0	42.9	29.8	57.1	57.9	--	3.5	--	1.3	--	5.1	6.4	21.8	93.6	42.3	--	29.5
Dabney S. Lancaster	--	4.2	9.1	--	9.1	33.3	81.8	62.5	--	--	--	3.2	5.6	--	5.6	25.8	50.0	54.9	38.8	16.1
Danville	--	--	16.7	7.6	16.7	36.4	66.6	53.0	--	3.0	--	--	14.3	5.9	14.3	28.2	57.1	41.2	14.3	24.7
Germanna	--	--	--	6.6	--	46.7	--	46.7	--	--	--	--	--	6.6	--	46.7	--	46.7	--	--
John Tyler	--	--	--	4.2	--	26.8	--	69.0	--	--	--	--	--	3.1	--	20.0	--	51.6	--	25.3
Lord Fairfax	--	--	--	11.5	--	15.4	--	73.1	--	--	--	--	--	9.1	--	12.1	--	57.6	--	21.2
New River	--	--	--	14.3	--	21.4	--	64.3	--	--	--	--	--	10.3	--	15.4	--	48.7	--	25.6
Northern Virginia	1.4	2.9	5.5	15.3	18.1	38.4	72.2	43.0	2.8	.4	.6	1.5	2.7	8.0	8.7	19.7	86.7	21.8	1.3	49.0
Southside Virginia	--	11.1	--	11.1	--	38.9	--	33.3	--	5.6	--	8.3	--	8.3	--	33.4	--	25.0	--	25.0
Southwest Virginia	--	--	--	14.2	--	42.9	--	42.9	--	--	--	--	--	9.8	--	29.4	--	29.4	--	31.4
Thomas Nelson	--	1.2	--	3.7	--	42.0	--	35.8	--	17.3	--	1.2	--	3.7	--	42.0	--	35.8	--	17.3
Tidewater	--	--	--	10.8	--	36.9	--	52.3	--	--	--	--	--	8.0	--	27.3	--	38.6	--	26.1
Virginia Highlands	--	--	--	--	--	26.9	--	73.1	--	--	--	--	--	--	--	18.9	--	51.4	--	29.7
Virginia Western	--	4.0	5.0	13.8	12.5	38.6	82.5	42.6	--	1.0	--	3.3	3.4	12.2	8.5	31.7	55.9	38.2	32.2	14.6
Wytheville	--	2.2	--	8.9	21.1	37.8	78.9	51.1	--	--	--	1.5	--	6.2	21.1	26.2	78.9	36.9	--	29.2
All Community Col.	.6	1.9	6.0	9.9	17.4	36.3	74.8	49.7	1.2	2.2	.3	1.3	3.2	6.9	9.2	24.9	77.4	34.6	9.9	32.3
All Institutions	21.9	17.8	20.9	21.4	32.6	37.6	21.7	21.3	2.9	1.9	15.9	13.2	14.7	15.7	23.8	27.8	30.4	25.9	15.2	17.4

21. COMPARISONS OF PERCENTAGE DISTRIBUTION OF HIGHEST EARNED DEGREE HELD BY FACULTY MEMBERS

Institution	Full-Time Faculty Only										Full-Time and Part-Time Faculty									
	% Doctors		% Special Prof.		% Masters		% Bachelors		% Other		% Doctors		% Special Prof.		% Masters		% Bachelors		% Other	
	1966-67	1970-71	1966-67	1970-71	1966-67	1970-71	1966-67	1970-71	1166-67	1970-71	1966-67	1970-71	1966-67	1970-71	1966-67	1970-71	1966-67	1970-71	1966-67	1970-71
4-Yr. Col. & Univ.:																				
C. Newport of W&M	15.4	31.8	--	--	80.8	65.2	3.8	3.0	--	--	16.3	30.4	--	2.9	67.4	61.8	16.3	4.9	--	--
Cl. Valley of U. Va.	12.5	35.3	--	3.9	75.0	56.9	12.5	3.9	--	--	10.7	32.8	3.6	3.4	75.0	58.6	10.7	5.2	--	--
Geo. Mason of U.Va.	35.1	57.9	--	.8	62.2	38.8	2.7	2.5	--	--	31.2	53.6	1.6	.6	59.0	42.5	8.2	3.3	--	--
Longwood	23.1	36.4	.9	.7	70.4	62.9	5.6	--	--	--	23.1	36.4	.9	.6	70.4	63.0	5.6	--	--	--
Madison	31.4	44.6	.6	.9	65.4	52.8	2.6	1.7	--	--	29.7	39.4	1.2	1.1	64.9	50.0	3.6	9.5	.6	--
Mary Wash. of U.Va.	47.1	51.3	--	--	45.7	40.8	6.5	5.3	.7	2.6	44.9	49.1	--	.6	44.9	40.0	8.8	7.3	1.4	3.0
Norfolk State	29.0	25.6	--	2.0	62.2	67.7	7.6	4.7	1.2	--	24.7	21.3	--	2.2	64.1	67.6	10.2	7.3	1.0	1.6
Old Dominion U.	35.3	43.8	.7	2.0	51.4	45.6	9.6	6.9	3.0	1.7	28.2	34.0	1.0	2.7	54.1	48.1	14.1	13.8	2.6	1.4
Radford	30.3	39.5	1.8	1.2	58.9	57.3	7.2	1.2	1.8	.8	30.1	39.1	1.8	1.2	58.6	57.7	7.7	1.2	1.8	.8
U. Va.	63.7	69.4	6.1	5.5	20.2	18.2	8.4	6.8	1.6	.1	39.2	42.0	5.0	4.4	35.1	34.5	18.3	18.1	2.4	1.0
VCU	--[a]	29.4	--[a]	27.3	--[a]	36.6	--[a]	6.0	--[a]	.7	16.3	25.8	25.7	21.8	31.9	38.3	22.4	12.3	3.7	1.8
VMI	39.4	52.3	1.0	--	44.2	36.9	14.4	10.8	1.0	--	38.9	51.7	.9	--	45.4	37.1	13.9	11.2	.9	--
VPI & SU	56.0	62.5	1.2	1.3	37.0	29.6	5.4	6.6	.4	--	49.1	51.6	1.1	1.2	33.4	29.5	5.4	17.7	11.0	--
Virginia State	26.0	24.2	.5	1.4	65.4	65.6	7.5	8.8	.6	--	25.0	24.0	.5	2.2	65.3	65.5	8.7	8.3	.5	--
William and Mary	52.4	59.8	--	4.8	42.4	31.5	5.2	3.9	--	--	39.8	49.3	.5	5.3	49.2	37.6	10.2	7.8	.3	--
All 4-Yr. Col. & Univ.	43.0	47.4	1.6	7.2	47.4	39.4	7.3	5.5	.7	.5	33.5	38.8	7.0	6.2	44.3	41.5	14.0	12.6	1.2	[illegible]
2-Yr. Branch Col.:																				
E. Shore of U.Va.	--	6.3	--	6.3	85.7	75.0	14.3	12.4	--	--	--	5.3	--	5.3	82.4	78.9	17.6	10.5	--	--
Pat. Henry of U.Va.	27.3	14.3	9.1	7.1	63.6	78.6	--	--	--	--	18.8	12.0	12.5	8.0	62.5	72.0	6.2	8.0	--	--
R. Bland of W&M	3.6	8.1	3.6	--	67.8	75.7	25.0	16.2	--	--	2.9	6.5	2.9	2.2	58.9	69.6	32.4	17.4	2.9	4.3
All 2-Yr. Branch Col.	7.5	9.0	3.8	3.0	71.7	76.1	17.0	11.9	--	--	6.0	7.8	4.5	4.5	65.6	72.2	22.4	13.3	1.5	2.2
Community Col.:																				
Blue Ridge	--	11.9	--	2.4	--	73.8	--	4.8	--	7.1	--	9.2	--	7.7	--	55.4	--	10.8	--	16.9
Central Virginia	--	5.3	--	1.7	85.7	71.9	14.3	12.3	--	8.8	10.6	5.1	6.4	3.9	61.7	61.5	21.3	20.5	--	9.0
Dabney S. Lancaster	18.1	4.2	--	4.2	27.3	83.3	54.6	8.3	--	--	11.1	6.5	--	3.2	16.7	67.7	33.3	12.9	38.9	9.7
Danville	--	3.0	--	4.6	88.9	47.0	11.1	18.2	--	27.2	--	3.5	--	5.9	76.2	42.4	9.5	27.1	14.3	21.1
Germanna	--	6.7	--	--	--	93.3	--	--	--	--	--	6.7	--	--	--	93.3	--	--	--	--
John Tyler	--	1.4	--	1.4	--	67.6	--	25.4	--	4.2	--	1.0	--	3.2	--	61.1	--	28.4	--	6.3
Lord Fairfax	--	11.6	--	--	--	80.8	--	3.8	--	3.8	--	9.1	--	6.1	--	72.7	--	9.1	--	3.0
New River	--	3.6	--	--	--	35.7	--	7.1	--	53.6	--	2.6	--	--	--	41.0	--	17.9	--	38.5
Northern Virginia	5.6	7.9	5.6	3.3	48.6	73.1	23.6	13.6	16.6	2.1	7.4	12.0	4.0	3.1	50.0	66.6	28.0	16.6	10.6	1.7
Southside Virginia	--	33.3	--	5.6	--	55.5	--	5.6	--	--	--	25.0	--	4.2	--	58.3	--	4.2	--	8.3
Southwest Virginia	--	14.3	--	2.9	--	71.4	--	5.7	--	5.7	--	9.8	--	3.9	--	62.7	--	17.7	--	5.9
Thomas Nelson	--	2.5	--	2.5	--	77.7	--	14.8	--	2.5	--	2.5	--	2.5	--	77.7	--	14.8	--	2.5
Tidewater	--	4.6	--	--	--	73.9	--	16.9	--	4.6	--	4.5	--	--	--	65.9	--	21.6	--	8.0
Virginia Highlands	--	3.9	--	--	--	61.5	--	--	--	34.6	--	5.4	--	--	--	59.5	--	8.1	--	27.0
Virginia Western	5.0	7.9	2.5	2.0	55.0	67.3	30.0	20.8	7.5	2.0	6.8	6.5	5.1	4.9	47.4	60.2	33.9	24.4	6.8	4.0
Wytheville	--	6.7	--	--	73.7	84.4	26.3	8.9	--	--	--	4.6	--	3.1	73.7	69.2	26.3	23.1	--	--
All Community Col.	5.0	6.8	3.1	2.2	59.6	70.5	26.7	13.4	5.6	7.1	7.4	7.8	4.0	3.3	55.4	63.7	28.5	18.2	4.7	7.0
All Institutions	40.6	40.4	1.7	6.3	48.4	44.9	8.4	6.9	.9	1.5	31.6	33.1	6.8	5.7	45.2	45.7	15.0	13.6	1.4	1.9

[a]Data not available

22. COMPARISON OF INSTITUTION EXPERIENCE AND TOTAL EXPERIENCE OF FACULTY MEMBERS

Institution	Full-Time Faculty Only-Average Years				Full-Time and Part-Time Faculty-Average Years			
	Institution Experience		Total Experience		Institution Experience		Total Experience	
	1966-67	1970-71	1966-67	1970-71	1966-67	1970-71	1966-67	1970-71
4-Yr. Col. & Univ.:								
C. Newport of W&M	2	2	5	7	2	2	4	6
Cl. Valley of U. Va.	4	3	8	6	4	4	8	6
Geo. Mason of U. Va.	1	2	5	6	1	2	4	5
Longwood	7	6	10	8	7	6	10	8
Madison	6	6	10	10	6	5	10	9
Mary Wash. of U. Va.	9	9	13	12	9	9	13	12
Norfolk State	6	6	10	10	6	6	10	9
Old Dominion U.	5	6	9	9	4	5	8	7
Radford	4	4	6	6	4	4	6	6
U. Va.	7	6	--[b]	10	5	4	--[b]	8
VCU	--[b]	5	--[b]	8	--[b]	5	--[b]	8
VMI	11	9	13	11	11	9	13	11
VPI&SU	11	7	13	11	11	6	12	9
Virginia State	12	9	16	14	12	9	15	14
William and Mary	7	6	9	9	5	5	7	7
All 4-Yr. Col. & Univ.	--[b]	6	--[b]	10	--[b]	5	--[b]	8
2-Yr. Branch Col.:								
E. Shore of U. Va.	1	3	3	6	1	3	3	6
Pat. Henry of U. Va.	2	3	3	6	1	2	3	5
R. Bland of W&M	1	3	3	5	1	3	3	4
All 2-Yr. Branch Col.	--[b]	3	--[b]	5	--[b]	3	--[b]	5
Community Col.:								
Blue Ridge	--	2	--	5	--	1	--	4
Central Virginia	3	1	6	3	3	1	6	3
Dabney S. Lancaster	1	2	--[b]	5	1	1	--[b]	6
Danville	4	3	--[b]	7	4	2	--[b]	7
Germanna	--	0	--	2	--	0	--	2
John Tyler	--	2	--	7	--	1	--	5
Lord Fairfax	--	0	--	2	--	0	--	2
New River	--	3	--	7	--	2	--	5
Northern Virginia	0	2	3	13	0	2	4	11
Southside Virginia	--	0	--	5	--	0	--	5
Southwest Virginia	--	1	--	6	--	1	--	7
Thomas Nelson	--	1	--	5	--	1	--	5
Tidewater	--	1	--	6	--	1	--	5
Virginia Highlands	--	1	--	2	--	0	--	2
Virginia Western	0	2	7	9	0	2	7	8
Wytheville	1	2	--[b]	4	1	1	--[b]	4
All Community Col.	--[b]	2	--[b]	7	--[b]	2	--[b]	7
All Institutions	--[b]	5	--[b]	9	--[b]	4	--[b]	8

23. COMPARISON OF AVERAGE AGE, AND PERCENTAGE DISTRIBUTION BY SEX OF FACULTY MEMBERS

Institution	Full-Time Faculty Only						Full-Time and Part-Time Faculty Only					
	Average Year Age		% Male		% Female		Average Year Age		% Male		% Female	
	1966-67	1970-71	1966-67	1970-71	1966-67	1970-71	1966-67	1970-71	1966-67	1970-71	1966-67	1970-71
4-Yr. Col. & Univ.:												
C. Newport of W&M	42	40	61.5	59.1	38.5	40.9	41	38	65.1	65.7	34.9	34.3
Cl. Valley of U. Va.	41	38	87.5	84.3	12.5	15.7	41	38	78.6	77.6	21.4	22.4
Geo. Mason of U. Va.	39	41	56.8	65.3	43.2	34.7	38	40	55.7	62.1	44.3	37.9
Longwood	42	42	51.8	52.3	48.2	47.7	42	42	51.8	51.9	48.2	48.1
Madison	42	43	59.5	69.7	40.5	30.3	42	42	56.4	67.4	43.6	32.6
Mary Wash. of U. Va.	43	43	58.7	58.6	41.3	41.4	43	43	57.8	58.2	42.2	41.8
Norfolk State	42	44	58.7	55.9	41.3	44.1	43	44	55.8	55.6	44.2	44.4
Old Dominion U.	41	42	82.5	78.1	17.5	21.9	41	41	77.8	75.6	22.2	24.4
Radford	36	38	58.3	62.6	41.7	37.4	36	38	58.0	62.1	42.0	37.9
U. Va.[c]	40	41	91.5	91.0	8.5	9.0	37	38	86.7	83.0	13.3	17.0
VCU [c]	--[b]	41	--[b]	77.9	--[b]	22.1	40	41	74.7	75.6	25.3	24.4
VMI	40	41	100.0	100.0	--	--	40	41	100.0	99.1	--	.9
VPI&SU [c]	41	41	94.3	92.9	5.7	7.1	41	39	93.3	89.7	6.7	10.3
Virginia State	45	46	63.8	65.6	36.2	34.4	46	46	64.8	66.8	35.2	33.2
William and Mary	40	40	83.2	86.5	16.8	13.5	40	41	79.2	82.3	20.8	17.7
All 4-Yr. Col. & Univ.	--[b]	41	78.5	78.8	21.5	21.2	--[b]	40	77.4	77.0	22.6	23.0
2-Yr. Branch Col.:												
E. Shore of U. Va.	36	40	78.6	81.3	21.4	18.7	38	42	82.4	84.2	17.6	15.8
Pat. Henry of U. Va.	39	40	54.5	64.3	45.5	35.7	38	40	68.8	72.0	31.2	28.0
R. Bland of W&M	38	41	50.0	62.2	50.0	37.8	38	41	50.0	63.0	50.0	37.0
All 2-Yr. Branch Col.	--[b]	40	58.5	67.2	41.5	32.8	--[b]	41	62.7	70.0	37.3	30.0
Community Col.:												
Blue Ridge	--	41	--	78.6	--	21.4	--	40	--	81.5	--	18.5
Central Virginia[c]	38	36	71.4	70.2	28.6	29.8	37	37	80.4	70.5	19.6	29.5
Dabney S. Lancaster [c]	37	36	72.7	79.2	27.3	20.8	37	40	72.7	71.0	27.3	29.0
Danville [c]	34	37	88.9	80.3	11.1	19.7	34	36	88.9	77.6	11.1	22.4
Germanna	--	34	--	73.3	--	26.7	--	34	--	73.3	--	26.7
John Tyler	--	38	--	64.8	--	35.2	--	38	--	68.4	--	31.6
Lord Fairfax	--	38	--	73.1	--	26.9	--	38	--	66.7	--	33.3
New River	--	37	--	67.9	--	32.1	--	36	--	59.0	--	41.0
Northern Virginia [c]	42	41	57.6	62.4	42.4	37.6	40	40	70.8	66.6	29.2	33.4
Southside Virginia	--	39	--	66.7	--	33.3	--	39	--	70.8	--	29.2
Southwest Virginia	--	36	--	82.9	--	17.1	--	38	--	74.5	--	25.5
Thomas Nelson	--	39	--	74.1	--	25.9	--	39	--	74.1	--	25.9
Tidewater	--	39	--	78.5	--	21.5	--	39	--	77.3	--	22.7
Virginia Highlands	--	40	--	73.1	--	26.9	--	39	--	64.9	--	35.1
Virginia Western	39	42	75.0	73.3	25.0	26.7	39	42	74.6	74.0	25.4	26.0
Wytheville	36	37	47.4	62.2	52.6	37.8	36	37	47.4	61.5	52.6	38.5
All Community Col.	--[b]	39	65.8	70.5	34.2	29.5	--[b]	39	72.7	70.2	27.3	29.8
All Institutions	--[b]	41	77.6	77.3	22.4	22.7	--[b]	40	76.9	75.7	23.1	24.3

a Institution of Present employment
b Information not available
c The 1966-67 data for sex of faculty members at this institution was incomplete. The portion of the data which was not designated has been assigned, based on the percentage calculated from that portion of the data which was complete.

24. COMPARISON OF AVERAGE NINE-MONTH FULL-TIME SALARIES OF FACULTY ENGAGED EXCLUSIVELY IN TEACHING AND/OR RESEARCH

Institution	Professor		Associate Professor		Assistant Professor		Instructor		Other		Total	
	1966-67	1970-71	1966-67	1970-71	1966-67	1970-71	1966-67	1970-71	1966-67	1970-71	1966-67	1970-71
4-Yr. Col. & Univ.:												
C. Newport of W&M	--	14,100	8,300	11,857	7,610	10,374	6,628	9,200	3,825	9,700	6,988	10,347
Cl. Valley of U.Va.	10,000	14,600	8,840	12,500	8,034	10,235	6,276	8,650	6,900	10,000	7,876	11,027
Geo. Mason of U.Va.	12,234	14,350	10,200	12,028	8,480	10,531	7,040	8,450	--	--	8,320	10,380
Longwood	12,024	14,685	10,404	12,276	8,220	10,297	6,642	8,554	--	--	8,678	11,347
Madison	11,481	14,688	9,762	12,143	8,101	10,336	6,730	9,550	6,250	9,533	9,006	11,477
Mary Wash. of U.Va.	11,360	14,405	9,438	11,841	8,282	9,949	6,946	8,712	--	7,900	9,004	11,286
Norfolk State	12,232	15,677	9,780	12,732	8,112	10,901	6,736	8,772	3,780	1,122	9,006	11,214
Old Dominion U.	11,102	14,590	9,328	12,483	8,104	10,623	6,680	8,088	7,425	9,350	8,358	11,042
Radford	11,013	14,427	9,390	12,054	7,579	10,078	6,205	8,239	--	--	8,290	10,671
U. Va.	16,689	22,451	11,897	15,680	9,479	12,326	7,204	9,442	9,773	9,916	11,474	15,597
VCU	--[a]	20,957	--[a]	16,535	--[a]	12,487	--[a]	8,698	--[a]	5,707	--[a]	13,158
VMI	11,858	14,898	9,426	12,778	8,530	10,979	6,966	8,773	7,826	10,557	9,418	12,160
VPI&SU	12,873	16,765	10,791	13,858	9,462	12,060	6,717	8,690	10,440	4,967	10,158	13,073
Virginia State	12,014	13,633	9,686	11,800	7,998	9,964	6,758	8,329	5,800	--	8,852	10,310
William and Mary	11,848	16,407	10,242	13,231	8,510	11,146	7,100	8,507	5,914	9,500	9,104	12,359
All 4-Yr. Col. & Univ.	13,007	16,843	10,379	13,665	8,595	11,315	6,815	8,605	8,327	8,582	9,549	12,220
2-Yr. Branch Col.:												
E. Shore of U.Va.	--	--	--	--	8,400	9,360	6,600	8,650	8,100	--	7,882	9,157
Pat. Henry of U.Va.	7,800	--	--	10,600	--	9,500	7,028	8,500	--	--	7,126	9,511
R. Bland of W&M	--	--	--	10,850	7,990	9,283	6,806	8,173	5,200	--	6,962	8,930
All 2-Yr. Branch Col.	7,800	--	--	10,767	8,211	9,349	6,841	8,253	6,167	--	7,222	9,072
Community Col.												
Blue Ridge	--	--	--	12,900	--	10,124	--	8,445	--	--	--	9,377
Central Virginia	--	13,176	--	11,250	7,300	9,843	6,790	7,980	--	5,769	7,008	8,713
Dabney S. Lancaster	--	13,098	8,499	--	8,301	10,762	6,522	8,372	--	--	6,863	9,165
Danville	--	--	9,283	12,300	8,567	9,533	6,362	8,024	--	7,250	7,217	8,691
Germanna	--	--	--	12,300	--	9,700	--	8,629	--	--	--	9,257
John Tyler	--	--	--	10,656	--	9,697	--	8,195	--	--	--	8,653
Lord Fairfax	--	--	--	10,834	--	9,575	--	8,091	--	--	--	8,681
New River	--	--	--	10,859	--	9,605	--	8,136	--	--	--	8,811
Northern Virginia	--	13,982	--	12,342	6,804	10,241	5,997	8,203	--	6,300	6,120	9,508
Southside Virginia	--	--	--	10,377	--	9,667	--	7,875	--	6,000	--	8,542
Southwest Virginia	--	--	--	10,583	--	9,805	--	8,652	--	--	--	9,397
Thomas Nelson	--	--	--	11,786	--	9,788	--	8,308	--	2,466	--	7,825
Tidewater	--	--	--	14,085	--	11,998	--	9,580	--	--	--	10,909
Virginia Highlands	--	--	--	--	--	9,788	--	8,699	--	--	--	8,936
Virginia Western	--	13,754	13,000	11,464	8,880	10,125	7,797	8,559	--	7,380	8,109	9,739
Wytheville	--	--	--	9,843	8,300	9,904	6,561	8,641	--	--	6,927	9,046
All Community Col.	--	13,772	9,870	11,815	7,876	10,141	6,662	8,395	--	3,822	6,987	9,217
All Institutions	12,997	16,790	10,375	13,530	8,572	11,088	6,788	8,518	8,221	7,174	9,378	11,631

25. COMPARISON OF AVERAGE NINE-MONTH FULL-TIME SALARIES OF FACULTY ENGAGED EXCLUSIVELY IN TEACHING AND OR RESEARCH PLUS THOSE ENGAGED IN TEACHING AND/OR RESEARCH AND SOME OTHER ACTIVITY

Institution	Professor		Associate Professor		Assistant Professor		Instructor		Other		Total	
	1966-67	1970-71	1966-67	1970-71	1966-67	1970-71	1966-67	1970-71	1966-67	1970-71	1966-67	1970-71
4-Yr. Col. & Univ.:												
C. Newport of W&M	--	14,100	8,650	12,370	7,550	10,675	6,810	9,200	3,825	9,700	7,074	10,615
Cl. Valley of U.Va.	10,750	14,996	8,966	12,524	8,034	10,411	6,276	8,650	7,846	10,000	8,176	11,315
Geo. Mason of U.Va.	13,000	15,400	10,070	12,119	8,480	10,500	7,042	8,460	--	--	8,596	10,805
Longwood	12,024	15,077	10,326	12,254	8,292	10,421	6,642	8,554	--	--	8,700	11,515
Madison	11,602	15,245	9,762	12,217	8,090	10,333	6,730	9,500	6,250	9,788	9,042	11,880
Mary Wash. of U.Va.	11,684	14,403	9,438	11,930	8,478	9,949	6,946	8,640	--	7,900	9,178	11,309
Norfolk State	12,326	16,082	9,792	12,811	8,098	11,084	6,736	8,875	4,240	7,556	9,220	11,816
Old Dominion U.	11,530	15,192	9,382	12,673	8,084	10,589	6,676	8,079	7,742	9,496	8,756	11,539
Radford	11,015	14,390	9,390	12,124	7,579	10,084	6,218	8,246	5,760	--	8,281	10,927
U. Va.	17,093	21,664	12,129	15,171	9,576	12,186	7,384	8,801	10,091	12,114	12,134	15,452
VCU	--[a]	20,567	--[a]	16,103	--[a]	12,449	--[a]	8,729	--[a]	7,918	--[a]	13,503
VMI	11,858	14,907	9,700	12,800	8,538	10,979	7,028	8,773	7,840	10,557	9,408	12,231
VPI&SU	12,858	17,250	10,728	13,946	9,393	12,055	6,690	8,742	10,440	4,967	10,320	13,410
Virginia State	12,466	15,672	9,770	12,054	8,018	10,062	6,758	8,542	5,800	--	9,102	11,201
William and Mary	12,646	17,017	10,304	13,381	8,504	11,154	7,100	8,886	5,915	9,110	9,568	12,933
All 4-Yr. Col. & Univ.	13,321	17,719	10,448	13,834	8,617	11,423	6,836	8,650	8,398	9,932	9,860	12,878
2-Yr. Branch Col.:												
E. Shore of U.Va.	--	--	--	13,570	8,450	9,150	5,626	7,660	8,100	10,850	7,618	9,173
Pat. Henry of U.Va.	7,800	17,248	10,800	10,600	15,600	10,479	7,028	8,500	11,250	--	8,604	10,830
R. Bland of W&M	9,500	11,660	--	10,850	8,078	9,394	6,788	8,271	5,200	--	7,094	9,109
All 2-Yr. Branch Col.	8,650	14,454	10,800	11,468	8,717	9,650	6,686	8,130	7,438	10,850	7,546	9,484
Community Col.:												
Blue Ridge	--	12,207	--	11,123	--	10,124	--	8,391	--	--	--	9,396
Central Virginia	--	13,176	--	11,573	7,300	9,979	6,790	8,020	--	5,769	7,008	8,865
Dabney S. Lancaster	--	13,098	8,499	--	8,301	10,505	6,522	8,405	--	--	6,863	9,301
Danville	--	--	9,283	11,865	8,567	9,614	6,362	7,988	--	7,250	7,217	8,850
Germanna	--	--	--	11,400	--	9,677	--	8,629	--	--	--	9,303
John Tyler	--	--	--	10,656	--	9,613	--	8,229	--	--	--	8,702
Lord Fairfax	--	--	--	10,834	--	9,575	--	8,070	--	--	--	8,620
New River	--	--	--	10,859	--	9,794	--	8,136	--	--	--	8,880
Northern Virginia	7,500	13,823	7,782	12,299	7,002	10,315	6,120	8,211	6,933	6,300	6,414	9,799
Southside Virginia	--	13,500	--	10,733	--	9,987	--	7,875	--	6,000	--	9,535
Southwest Virginia	--	--	--	10,580	--	9,805	--	8,541	--	--	--	9,374
Thomas Nelson	--	12,936	--	11,786	--	10,015	--	8,394	--	2,466	--	8,231
Tidewater	--	--	--	13,841	--	11,998	--	9,580	--	--	--	10,932
Virginia Highlands	--	--	--	--	--	9,782	--	8,703	--	--	--	8,994
Virginia Western	--	13,754	11,375	14,096	8,880	10,733	7,758	8,559	--	7,380	8,079	10,360
Wytheville	--	13,368	--	10,854	8,300	9,866	6,561	8,641	--	--	6,927	9,405
All Community Col.	7,500	13,531	9,023	12,221	7,742	10,235	6,679	8,388	6,933	3,822	7,012	9,434
All Institutions	13,299	17,640	10,425	13,704	8,593	11,205	6,798	8,541	8,317	8,792	9,662	12,276

a Information not available.

26. COMPARISON OF AVERAGE NINE-MONTH FULL-TIME-EQUIVALENT RESIDENT TEACHING SALARIES

Institution	Professor		Associate Professor		Assistant Professor		Instructor		Other		Total	
	1966-67	1970-71	1966-67	1970-71	1966-67	1970-71	1966-67	1970-71	1966-67	1970-71	1966-67	1970-71
4-Yr. Col. & Univ.:												
C. Newport of W&M	--	13,015	8,420	11,031	7,402	9,531	6,638	8,140	4,304	6,462	6,532	9,048
Cl. Valley of U.Va.	10,500	14,709	8,910	12,409	7,984	10,305	6,184	8,650	7,486	9,242	7,940	11,018
Geo. Mason of U.Va.	12,368	15,232	10,152	12,052	8,458	10,520	7,026	8,457	8,032	9,504	8,246	10,457
Longwood	12,024	14,182	10,384	11,945	8,256	10,110	6,642	8,437	--	--	8,690	11,096
Madison	11,507	15,029	9,765	12,064	8,096	10,363	6,766	9,493	6,140	9,937	8,946	11,604
Mary Wash. of U.Va.	11,442	14,351	9,446	11,865	8,330	9,961	6,970	8,688	3,750	8,900	8,996	11,254
Norfolk State	12,256	15,866	9,786	12,671	8,104	10,850	6,736	8,800	6,657	5,031	8,978	11,037
Old Dominion U.	11,184	14,996	9,264	12,419	8,012	10,380	6,606	7,931	6,272	5,807	8,138	10,401
Radford	11,014	14,402	9,390	12,108	7,579	10,081	6,205	8,244	5,760	--	8,281	10,812
U. Va.	16,756	21,989	12,042	15,135	9,520	11,812	7,022	8,040	5,293	11,502	10,671	14,682
VCU	--[a]	19,502	--[a]	15,698	--[a]	12,268	--[a]	7,888	--[a]	4,607	--[a]	12,179
VMI	11,850	15,136	9,558	12,731	8,448	11,152	6,974	9,019	7,958	10,557	9,350	12,345
VPI&SU	13,452	17,974	11,073	14,442	9,753	12,467	6,957	9,121	7,219	6,481	10,221	12,825
Virginia State	12,166	15,060	9,612	11,928	7,912	9,912	6,832	8,546	6,036	--	8,858	10,825
William and Mary	12,302	16,025	10,064	12,466	8,360	10,651	7,082	8,268	6,267	9,754	9,138	11,957
All 4-Yr. Col. & Univ.	13,217	17,266	10,411	13,520	8,574	11,205	6,832	8,296	6,084	7,857	9,345	11,965
2-Yr. Branch Col.:												
E. Shore of U.Va.	--	--	--	13,568	8,350	9,093	6,326	8,446	7,734	10,114	7,746	9,191
Pat. Henry of U.Va.	7,800	12,496	10,910	10,600	15,600	9,849	6,694	6,971	--	--	7,562	9,208
R. Bland of W&M	9,496	11,660	--	9,644	8,038	9,178	6,802	7,515	3,790	5,000	6,616	8,297
All 2-Yr. Branch Col.	8,139	12,124	10,910	10,198	8,570	9,337	6,713	7,546	4,750	7,152	7,092	8,658
Community Col.:												
Blue Ridge	--	12,210	--	12,358	--	10,124	--	8,377	--	4,966	--	8,739
Central Virginia	--	13,176	--	11,357	7,500	9,922	5,678	8,000	--	6,335	6,041	8,509
Dabney S. Lancaster	--	13,098	8,499	--	8,301	10,535	6,522	8,425	4,143	5,550	6,243	9,118
Danville	--	--	9,283	12,035	8,567	9,618	6,362	8,014	4,320	6,820	6,994	8,624
Germanna	--	--	--	11,700	--	9,688	--	8,629	--	--	--	9,281
John Tyler	--	--	--	10,656	--	9,670	--	8,199	--	5,855	--	8,459
Lord Fairfax	--	--	--	10,834	--	9,575	--	8,091	--	5,500	--	8,418
New River	--	--	--	10,859	--	9,663	--	8,105	--	5,789	--	8,422
Northern Virginia	7,500	13,921	7,782	12,244	6,954	10,279	5,787	8,205	6,933	6,329	6,003	8,838
Southside Virginia	--	10,636	--	10,999	--	9,699	--	7,741	--	4,871	--	8,300
Southwest Virginia	--	--	--	10,578	--	9,805	--	8,604	--	4,771	--	8,921
Thomas Nelson	--	12,938	--	11,786	--	9,956	--	8,587	--	2,466	--	8,164
Tidewater	--	--	--	14,070	--	11,998	--	9,580	--	6,204	--	10,322
Virginia Highlands	--	--	--	--	--	9,781	--	8,700	--	6,841	--	8,640
Virginia Western	--	13,754	12,459	11,972	8,880	10,280	7,803	8,590	6,816	7,229	7,950	9,761
Wytheville	--	13,369	--	10,742	8,300	10,098	6,561	8,616	--	5,539	6,927	8,989
All Community Col.	7,500	13,589	9,287	11,901	7,815	10,188	6,401	8,401	5,602	5,764	6,662	8,918
All Institutions	13,199	17,198	10,395	13,403	8,548	11,004	6,736	8,322	6,029	7,179	9,131	11,353

27. COMPARISON OF AVERAGE NINE-MONTH FULL-TIME-EQUIVALENT RESEARCH SALARIES

Institution	Professor		Associate Professor		Assistant Professor		Instructor		Other		Total	
	1966-67	1970-71	1966-67	1970-71	1966-67	1970-71	1966-67	1970-71	1966-67	1970-71	1966-67	1970-71
4-Yr. Col. & Univ.:												
C. Newport of W&M	--	--	--	--	--	--	--	--	--	--	--	--
Cl. Valley of U.Va.	--	--	--	--	--	--	--	--	--	--	--	--
Geo. Mason of U.Va.	13,200	--	--	--	--	--	7,000	--	--	--	9,756	--
Longwood	--	--	--	--	--	--	--	--	--	--	--	--
Madison	--	14,988	10,049	12,087	--	10,303	--	--	--	--	10,049	12,944
Mary Wash. of U.Va.	--	--	--	--	--	--	--	--	--	--	--	--
Norfolk State	12,706	16,006	--	12,947	--	11,250	--	8,768	--	--	12,706	11,667
Old Dominion U.	12,610	15,190	9,582	13,372	8,342	11,547	--	7,798	--	--	10,570	13,222
Radford	--	--	--	--	--	--	--	--	--	--	--	--
U. Va.	17,594	22,615	12,310	15,331	9,602	12,693	9,006	7,094	7,334	12,068	9,592	15,170
VCU	--[a]	23,006	--[a]	18,383	--[a]	13,719	--[a]	12,524	--[a]	10,500	--[a]	16,853
VMI	--	--	--	--	--	--	--	--	--	--	--	--
VPI&SU	11,706	15,695	9,795	12,692	8,220	10,789	5,820	8,359	--	5,530	9,531	12,308
Virginia State	--	18,120	--	13,399	--	--	--	--	--	--	--	14,579
William and Mary	12,932	18,830	10,664	13,692	8,866	11,130	7,266	--	--	--	10,138	14,826
All 4-Yr. Col. & Univ.	12,704	18,676	10,274	14,897	8,539	12,101	6,266	8,851	7,334	11,180	9,652	14,226
2-Yr. Branch Col.:												
E. Shore of U.Va.	--	--	--	--	--	--	--	--	--	--	--	--
Pat. Henry of U.Va.	--	--	--	--	--	--	--	--	--	--	--	--
R. Bland of W&M	--	--	--	--	--	--	--	--	--	--	--	--
All 2-Yr. Col. & Univ.	--	--	--	--	--	--	--	--	--	--	--	--
Community Col.:												
Blue Ridge	--	--	--	--	--	--	--	--	--	--	--	--
Central Virginia	--	--	--	--	--	--	--	--	--	--	--	--
Dabney S. Lancaster	--	--	--	--	--	--	--	--	--	--	--	--
Danville	--	--	--	--	--	--	--	--	--	--	--	--
Germanna	--	--	--	--	--	--	--	--	--	--	--	--
John Tyler	--	--	--	--	--	--	--	--	--	--	--	--
Lord Fairfax	--	--	--	--	--	--	--	--	--	--	--	--
New River	--	--	--	--	--	--	--	--	--	--	--	--
Northern Virginia	--	--	--	--	--	--	--	--	--	--	--	--
Southside Virginia	--	--	--	--	--	--	--	--	--	--	--	--
Southwest Virginia	--	--	--	--	--	--	--	--	--	--	--	--
Thomas Nelson	--	--	--	--	--	--	--	--	--	--	--	--
Tidewater	--	--	--	--	--	--	--	--	--	--	--	--
Virginia Highlands	--	--	--	--	--	--	--	--	--	--	--	--
Virginia Western	--	--	--	--	--	--	--	--	--	--	--	--
Wytheville	--	--	--	--	--	--	--	--	--	--	--	--
All Community Col.	--	--	--	--	--	--	--	--	--	--	--	--
All Institutions	12,704	18,676	10,274	14,897	8,539	12,101	6,266	8,851	7,334	11,180	9,652	14,226

a Information not available.

28. COMPARISON OF AVERAGE NINE-MONTH FULL-TIME-EQUIVALENT EXTENSION TEACHING SALARIES

Institution	Professor		Associate Professor		Assistant Professor		Instructor		Other		Total	
	1966-67	1970-71	1966-67	1970-71	1966-67	1970-71	1966-67	1970-71	1966-67	1970-71	1966-67	1970-71
4-Yr. Col. & Univ.:												
C. Newport of W&M	--	--	--	--	--	--	--	--	--	--	--	--
Cl. Valley of U.Va.	--	--	--	--	--	--	--	--	--	--	--	--
Geo. Mason of U.Va.	--	--	--	--	--	--	--	--	--	--	--	--
Longwood	--	--	--	--	--	--	--	--	--	--	--	--
Madison	--	--	--	--	--	--	--	--	--	--	--	--
Mary Wash. of U.Va.	--	--	--	--	--	--	--	--	--	--	--	--
Norfolk State	--	--	--	--	--	--	--	--	--	--	--	--
Old Dominion U.	6,000	12,498	--	5,345	5,250	5,325	--	4,693	5,236	4,080	5,330	5,053
Radford	--	--	--	--	--	--	--	--	--	--	--	--
U. Va.	13,534	10,571	4,827	6,721	7,550	6,438	4,930	6,632	5,130	4,049	5,038	6,275
VCU	--	--	--	--	--	--	--	--	--	--	--	--
VMI	--	--	--	--	--	--	--	--	--	--	--	--
VPI & SU	11,460	13,497	9,117	12,109	8,100	10,850	5,001	8,843	--	4,500	8,961	11,764
Virginia State	5,040	--	3,250	--	3,500	--	5,000	--	--	--	4,328	--
William and Mary	4,800	18,720	4,800	6,047	4,800	5,820	4,800	5,793	4,800	--	4,800	5,948
All 4-Yr. Col. & Univ.	10,114	13,247	7,610	10,657	7,290	8,830	4,928	6,292	4,840	4,092	5,342	7,219
2-Yr. Branch Col.:												
E. Shore of U.Va.	--	--	--	--	5,882	--	2,000	--	--	8,000	3,572	8,000
Pat. Henry of U.Va.	--	--	--	--	--	--	4,666	--	15,000	--	7,250	--
R. Bland of W&M	--	--	--	--	--	--	--	--	--	--	--	--
All 2-Year Branch Col.	--	--	--	--	5,882	--	4,396	--	15,000	8,000	6,162	8,000
Community Col.:												
Blue Ridge	--	--	--	--	--	--	--	--	--	--	--	--
Central Virginia	--	--	--	--	--	--	4,464	--	--	--	4,464	--
Dabney S. Lancaster	--	--	--	--	--	--	--	--	--	--	--	--
Danville	--	--	--	--	--	--	--	--	--	--	--	--
Germanna	--	--	--	--	--	--	--	--	--	--	--	--
John Tyler	--	--	--	--	--	--	--	--	--	--	--	--
Lord Fairfax	--	--	--	--	--	--	--	--	--	--	--	--
New River	--	--	--	--	--	--	--	--	--	--	--	--
Northern Virginia	--	--	--	--	--	--	--	--	--	--	--	--
Southside Virginia	--	--	--	--	--	--	--	--	--	--	--	--
Southwest Virginia	--	--	--	--	--	--	--	--	--	--	--	--
Thomas Nelson	--	--	--	--	--	--	--	--	--	--	--	--
Tidewater	--	--	--	--	--	--	--	--	--	--	--	--
Virginia Highlands	--	--	--	--	--	--	--	--	--	--	--	--
Virginia Western	--	--	--	--	--	--	--	--	--	--	--	--
Wytheville	--	--	--	--	--	--	--	--	--	--	--	--
All Community Col.	--	--	--	--	--	--	4,464	--	--	--	4,464	--
All Institutions	10,114	13,247	7,610	10,657	7,260	8,830	4,880	6,292	4,923	4,151	5,300	7,220

29. COMPARISON OF AVERAGE NINE-MONTH FULL-TIME-EQUIVALENT RESIDENT TEACHING, RESEARCH, AND EXTENSION TEACHING SALARIES

Institution	Professor		Associate Professor		Assistant Professor		Instructor		Other		Total	
	1966-67	1970-71	1966-67	1970-71	1966-67	1970-71	1966-67	1970-71	1966-67	1970-71	1966-67	1970-71
4-Yr. Col. & Univ.:												
C. Newport of W&M	--	13,015	8,420	11,031	7,402	9,531	6,638	8,140	4,304	6,462	6,532	9,048
Cl. Valley of U.Va.	10,500	14,709	8,910	12,409	7,984	10,305	6,184	8,650	7,486	9,242	7,940	11,018
Geo. Mason of U.Va.	12,470	15,232	10,152	12,052	8,458	10,520	7,026	8,457	8,032	9,504	8,276	10,457
Longwood	12,024	14,182	10,384	11,945	8,256	10,110	6,642	8,437	--	--	8,690	11,096
Madison	11,507	15,027	9,772	12,065	8,096	10,363	6,766	9,493	6,140	9,862	8,951	11,638
Mary Wash. of U.Va.	11,442	14,351	9,446	11,865	8,330	9,961	6,970	8,688	3,750	8,900	8,996	11,254
Norfolk State	12,270	15,872	9,986	12,676	8,104	10,856	6,736	8,798	6,657	5,031	9,004	11,053
Old Dominion U.	11,244	14,986	9,280	12,467	8,008	10,377	6,606	7,865	6,247	5,602	8,178	10,418
Radford	11,014	14,402	9,390	12,108	7,579	10,081	6,205	8,244	5,760	--	8,281	10,812
U. Va.	16,814	22,025	11,952	15,001	9,486	11,853	4,892	6,601	5,983	11,109	9,758	13,057
VCU	--[a]	20,063	--[a]	16,166	--[a]	12,430	--[a]	7,983	--[a]	5,609	--[a]	12,659
VMI	11,850	15,136	9,558	12,731	8,448	11,152	6,974	9,019	7,958	10,556	9,350	12,345
VPI & SU	12,813	17,032	10,737	13,928	9,405	12,047	6,714	8,965	7,222	6,411	10,035	12,665
Virginia State	12,124	15,162	9,586	11,989	7,882	9,912	6,806	8,546	6,036	--	8,824	10,885
William and Mary	12,278	16,264	10,026	12,382	8,394	10,596	7,008	7,343	5,201	9,754	8,740	11,646
All 4-Yr. Col. & Univ.	13,137	17,406	10,356	13,629	8,560	11,259	6,518	7,973	6,151	8,021	9,181	11,957
2-Yr. Branch Col.:												
E. Shore of U.Va.	--	--	--	13,568	8,300	9,093	6,038	8,446	7,734	9,850	7,618	9,165
Pat. Henry of U.Va.	7,800	12,496	10,910	10,600	15,600	9,849	6,530	6,971	15,000	--	7,524	9,208
R. Bland of W&M	9,496	11,660	--	9,644	8,038	9,178	6,802	7,515	3,790	5,000	6,616	8,297
All 2-Yr. Branch Col.	8,139	12,124	10,910	10,198	8,541	9,337	6,624	7,546	5,150	7,200	7,066	8,656
Community Col.:												
Blue Ridge	--	12,210	--	12,358	--	10,124	--	8,377	--	4,996	--	8,739
Central Virginia	--	13,176	--	11,357	6,720	9,922	5,004	8,000	--	6,340	5,334	8,509
Dabney S. Lancaster	--	13,098	8,499	--	8,301	10,535	6,522	8,425	4,143	5,550	6,243	9,118
Danville	--	--	9,283	12,035	8,567	9,618	6,362	8,014	4,320	6,820	6,994	8,624
Germanna	--	--	--	11,700	--	9,688	--	8,629	--	--	--	9,281
John Tyler	--	--	--	10,656	--	9,670	--	8,199	--	5,855	--	8,459
Lord Fairfax	--	--	--	10,834	--	9,575	--	8,091	--	5,500	--	8,418
New River	--	--	--	10,859	--	9,663	--	8,105	--	5,789	--	8,422
Northern Virginia	7,500	13,921	7,782	12,244	6,954	10,279	5,787	8,205	6,933	6,329	6,003	8,838
Southside Virginia	--	10,636	--	10,999	--	9,699	--	7,741	--	4,871	--	8,300
Southwest Virginia	--	--	--	10,578	--	9,805	--	8,604	--	4,771	--	8,921
Thomas Nelson	--	12,938	--	11,786	--	9,956	--	8,587	--	2,466	--	8,164
Tidewater	--	--	--	14,070	--	11,998	--	9,580	--	6,204	--	10,322
Virginia Highlands	--	--	--	--	--	9,781	--	8,700	--	6,841	--	8,640
Virginia Western	--	13,754	12,459	11,972	8,880	10,280	7,803	8,590	6,816	7,229	7,947	9,761
Wytheville	--	13,369	--	10,742	8,300	10,098	6,561	8,616	--	5,539	6,927	8,989
All Community Col.	7,500	13,589	9,287	11,901	7,815	10,188	6,288	8,401	5,602	5,830	6,563	8,918
All Institutions	13,117	17,347	10,344	13,520	8,539	11,067	6,476	8,100	6,112	7,363	8,991	11,422

a Information not available.